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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

# bulletin

## The Consortium on the hill

In March the National Consortium of Scientific and Educational Societies undertook their annual lobby of parliamentarians and ministries. The Consortium is an informal coalition of thirty five national organizations which represent some 55,000 researchers.

More than eighty lobbyists took part in this year's effort and about one quarter of them came into Ottawa to take part in it.

The lobby activity began with the evening briefing session on Sunday evening when under the guidance of Caroline Andrews, Chairperson of the Consortium. A panel of Clement Gauthier (Canadian Federation of Biological Sciences), Jane Arnold (Canadian Federation of Students), Tom Lefebvre (Professional Institute of the Public Service of Canada) and Pamela Smith (CAUT) guided the lobbyists through the major points that were being made.

For the next four days the individuals involved were meeting with MPs, Ministers, Deputies or political assistants. For each of these meetings two or three lobbyists would represent the

Consortium and present the major recommendations of the group.

The major recommendations made to the politicians and public servants were:

That there be no further reductions in EPF transfers to the Provinces for PSE until the First Ministers agree on an alternative arrangement to adequately and reliably fund Canada's universities.

That funds of the matching grants policy for 1990-91 be incorporated into the base budgets of the granting councils. Furthermore, these budgets should be doubled as recommended by the National Advisory Board on Science and Technology.

That government increase investment in research performed in federal laboratories. Scientific research and development must be encouraged and funded publicly as well as privately.

That the federal government must ensure that all financial barriers to higher education are eliminated. The Canada Student Loans Program

must be re-evaluated and a national system of grants established.

To support these verbal points a briefing book had been produced which left the recommendations supported by an extensive argument and figures. The responses of those lobbied differed, of course, depending upon their position, whether they held political positions or were public servants and which of the major political parties they supported.

Those who spoke for the government were generally adamant about the primacy of reducing the federal deficit and argued that the provinces had not been assuming their fair share of the burden. Opposition politicians were generally eager to criticize the government for the cutbacks in transfer payments and the limitations on the funding of research. The public servants generally proved good listeners and providers of information. Those whose ministries, or more appropriately whose ministers, were the target of criticism from the Consortium, defended the positions and policies which they had put in place.

On a number of issues there was a general acceptance that the Consortium's concerns were well based. The funding of the granting councils is an example. The major recommendation on these - that matching grants be incorporated into the base budgets of the councils - was motivated by the appreciation that there will be a catastrophe next year if this does not happen. For example, it is calculated that the funding of the MRC will decrease by 26% after 1990-91 if this is not done. It can be shown that all three councils are facing difficulty with the funding of new applicants.

There is no doubt that the individuals who are lobbied are impressed by the fact that many of the individuals who are acting as lobbyists spend most of their working days as academics and researchers. For the people who take part it is usually an informative and interesting exercise.

With one hundred and nine meetings involving eighty six lobbyists there is no doubt that members of the scientific and educational societies make themselves clearly heard.

## La portée des enjeux du conflit à l'Université Laval

Quiconque se penche sur les points en litige dans le conflit à l'Université Laval peut s'étonner qu'ils aient conduit au déclenchement d'une grève sporadique. À première vue, les écarts ne semblent pas majeurs et ne se comparent guère à ceux qui ont donné lieu à une grève de cinq mois en 1976.

Je dis bien à première vue. Une analyse de ces points et, surtout, leur mise en contexte dans le cadre des orientations qui privilégient ouvertement l'administration actuelle, conduisent à identifier deux visions opposées sur l'avenir de l'Université Laval.

### Les points en litige

De l'ensemble des points en litige, certains ont trait à des clauses normatives, d'autres, à des clauses financières.

Sur les clauses normatives, il y a des divergences importantes concernant les mécanismes de promotion et l'accès à des revenus complémentaires. Dans le premier cas, l'administration voudrait serrer la vis pour rendre les promotions plus difficiles. Dans l'autre, elle desserre et c'est le Syndicat des professeurs de l'Université Laval (SPUL) qui propose de contraindre la course à

la prime et la tolérance au double emploi.

Derrière ces clauses, il y a des enjeux académiques et économiques. Le recours au double emploi dévalorise souvent les activités de formation, car il incite les professeurs de carrière à n'être que des enseignants. Quant à l'accès plus difficile aux promotions, il poussera les professeurs de carrière vers la recherche et les publications, ce qui, en soi, est des plus valables mais aura une incidence négative sur leurs activités d'enseignement et d'encadrement.

Sur le plan économique, le double emploi et une prime de marché peuvent compenser des revenus plus bas qu'ailleurs. Par contre, des promotions plus difficiles permettraient des économies en salaire. Au total, cette double mécanique conduit à des épargnes.

La dimension économique de ces clauses est mineure par rapport à trois points que plusieurs considèrent les priorités de ce conflit: le plancher d'emploi, la réintégration dans les échelles salariales des professeurs engagés avant 1983 et le régime de

retraite.

Dans le premier cas, le plancher d'emploi, le SPUL demande l'embauche de nouveaux professeurs à raison de soixante par année. L'objectif de cette demande est d'assurer aux étudiants et étudiantes un enseignement et un encadrement à la mesure de leurs attentes. L'administration s'y refuse même si le nombre de professeurs est demeuré quasi stationnaire depuis dix-sept ans et que les effectifs étudiants ont plus que doublé aux trois cycles. Tout au plus, s'est-elle engagée à embaucher un nombre de professeurs équivalant à celui généré par la masse salariale libérée par les professeurs qui prennent leur retraite.

La réintégration des professeurs dans les échelles salariales est une simple demande d'équité visant à corriger les effets négatifs de l'intégration de 1976, des reculs d'échelons lors des promotions, et des décrets de 1982 du Gouvernement du Québec. Ensemble, ces trois facteurs ont engendré des pertes d'échelons pour environ les trois quarts du corps professoral syndiqué. Leurs collègues, engagés après 1983, n'ont pas

eu à subir ces désagréments de telle sorte qu'ils reçoivent des revenus supérieurs aux autres sur la base des mêmes critères de classification et, du coup, sont exempts des pertes qu'accumulent année après année ceux engagés avant 1983. Sur vingt ou trente ans, ces pertes, parce qu'elles atteignent parfois cinq mille dollars et plus par année, représentent beaucoup dans une carrière de professeur.

Les demandes du SPUL concernant le régime de retraite s'inscrivent à la fois dans la logique de l'équité et celle de la qualité de l'enseignement. Présentement, un professeur qui prend sa retraite à 65 ans ne reçoit que 53 % de son salaire. Pour atteindre 70 %, il devrait demeurer actif jusqu'à 73 ans ou devenir administrateur durant les dernières années de sa carrière, ce qui, dans ce dernier cas, lui permettrait parfois de toucher plus que 70 % de son salaire de professeur à 65 ans. Le SPUL considère à juste titre la situation actuelle porteuse de contraintes négatives sur le rajeunissement du corps professoral et de

See "l'Université Laval", à la page 2



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## LE BULLETIN DE L'ACPU ISSN 0007-7887

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Diffusion totale moyenne: 27 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire. Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables ou moins avant le date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emplacement, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état de mariage, d'origine familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Il incombe à l'établissement une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

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## L'Université Laval

### Suite de la page 1

primes indues pour des activités administratives.

### Leur contextualisation

Pris isolément, chacun de ces points peut paraître anodin. Jumelés les uns aux autres, ils prennent du poids car ils ont des incidences directes sur les conditions de travail des professeurs, le genre de milieu universitaire valorisé par l'administration et le renouvellement du corps professoral.

Mises en contexte en regard des pratiques récentes de l'administration et du projet de restructuration piloté par le recteur Michel Gervais, les offres patronales prennent leur sens réel. Dans ses offres concernant l'ouverture de postes, le reclassement et le régime de retraite, l'administration n'a fait qu'un tout petit pas dans le sens des demandes du SPUL. Tellement petit qu'il laisse une marge de manœuvre très grande à une administration qui, ces dernières années, n'a pas considéré comme prioritaire l'embauche de professeurs de carrière, ceux-là même qui sont en milieu universitaire le fer de lance de la production académique. Elle a plutôt valorisé d'autres activités.

Ces dernières années, alors que le nombre de professeurs de carrière stagnait de même que le personnel de soutien, celui des professionnels et des adjoints aux recteur et vice-recteur-e-s connaissait une croissance phénoménale. Il en fut de même du nombre des chargés de cours.

Ce phénomène n'est pas propre à l'Université Laval. On le retrouve en force ailleurs. Dans une université qui veut valoriser les études graduées, l'embauche de chargés de cours n'est pas porteur d'un message clair sur la qualité de la formation offerte. Le Conseil des universités a été très explicite sur ce point. L'embauche de professionnels ne va pas plus dans le sens des recommandations de cet organisme. De fait, il ne peut que favoriser l'encadrement des administrateurs et le développement des services connexes aux activités académiques.

Dans ce dernier cas, il ne faut surtout pas oublier que ces professionnels du monde universitaire drainent des ressources qui ne vont pas ailleurs. Qui plus est, ces professionnels sont souvent enclins à véhiculer des propos guère flatteurs à l'endroit du corps professoral de carrière, ne serait-ce que pour valoriser leur présence tout en se cachant bien de vouloir s'approprier le contrôle du savoir sans le posséder.

C'est d'ailleurs depuis que ces professionnels croissent d'année en année et se rapprochent des oreilles de l'administration tout en lui servant d'écran, que l'académisme est devenu un discours vide et les liaisons avec le monde des affaires, une priorité prioritaire.

Pour diverses raisons, le recteur actuel a été longtemps associé aux travaux de ces professionnels. Depuis qu'il est en poste, il a même mis au point avec eux un projet de restructuration de l'Université Laval tout en évacuant du processus de décision le milieu académique. S'il est entériné, ce projet conduira à la création d'une autorité affaiblie, peu après une longue démarche qui a conduit à l'abolition du contrôle exercé par les autorités religieuses.

Un tel projet inquiète énormément les professeurs de carrière. De fait, son seul mérite sera d'asseoir une autorité extérieure au milieu académique et de fournir à un recteur qui ne sait pas s'il doit faire en sorte que l'Université Laval compétitionne les univer-

sités de Montréal ou intègre celles à l'Est ou au Nord de Québec, un guide de bonne conduite et un ancrage solide dans un certain milieu local, notamment la nouvelle petite bourgeoisie et la bourgeoisie de Québec.

Récemment, j'ai déjeuné avec un ami de longue date. Il m'a confirmé cette lecture. Pour lui et les gens qu'il connaît bien dans les hautes sphères de la fonction publique québécoise et à l'École nationale d'administration publique, ce conflit est avant tout une lutte qui oppose la faction universitaire de la bourgeoisie locale aux professeurs de carrière. A ses yeux, cette faction est même un des derniers bastions de cette bourgeoisie depuis les changements majeurs à la Ville de Québec.

J'ai longuement réfléchi à cette idée. J'ai

même commencé à scruter de près les postes de direction. Les mécanismes d'embauche en dehors des structures syndicales, les liens de parenté entre les dirigeants. A ce jour, j'ai trouvé beaucoup de choses qui convergent en ce sens. J'ai même pu identifier une certaine analogie entre la gestion de l'Université Laval et celle des Nordiques de Québec. J'ai alors décidé de freiner ma curiosité, espérant me faire convaincre par l'administration actuelle que tout ça est faux. Qu'elle mise avant tout sur les professeurs de carrière pour assurer l'avenir de l'Université Laval et en même temps le sien.

Claude Bariteau  
Professeur d'anthropologie  
Université Laval

## Laval Settles

On the 20th of March 1990, the Syndicat des professeurs de l'Université Laval (SPUL) came to a tentative settlement with their administration.

The agreement covers only faculty members and is for a three-year period ending in 1993.

The university had not moved on its offer for at least a month, even after a conciliator was appointed to help the parties reach an agreement. A strike had begun on February 12 and continued through March 20. During the strike the members did no service, maintained all their research and scholarly work, and on 8.5 days withdrew from teaching duties. Intense negotiations in the third week of March made it possible for the parties to settle.

The important gains made by SPUL were first of all the obligation for the university to create during the duration of the contract 110 new tenure track positions. Secondly, the university will adjust the salary of at least 700 out of 1250 professors who were not given full credit for their experience acquired previously to arrival at Laval. Thirdly, an increase in the pension plan brings both the employer and employee contributions to 7.7% with an additional .3% to be paid by both during the present contract to increase the pensions of members retiring between 1991 and 1993. The ratification vote should take place soon and additional information on the settlement will be published in *The Negotiator*.

Hélène Bibault

## Règlement à Laval

Le 20 mars 1990, le Syndicat des professeurs de l'Université Laval (SPUL) a conclu une entente de principe avec l'administration.

L'entente ne touche que les professeurs membres et est d'une période de trois ans dont l'échéance est en 1993.

L'administration maintenait son offre depuis au moins un mois, malgré la nomination d'un conciliateur pour aider les parties à conclure une entente. Le syndicat a déclenché une grève le 12 février qui s'est poursuivie jusqu'au 20 mars. Pendant la grève, les professeurs n'ont offert aucun service, ont poursuivi leurs travaux de recherche et la préparation de leurs cours et n'ont pas enseigné pendant 8,5 jours. Pendant la troisième semaine de mars, d'intenses négociations ont permis aux deux parties d'aboutir à un règlement.

Les membres du SPUL ont fait d'importants gains, notamment l'obligation de l'université de créer pendant la durée de la convention 110 nouveaux postes menant à la permanence. En deuxième lieu, l'université rajustera le salaire d'au moins 700 professeurs sur 1 250 dont on n'avait pas tenu compte de l'expérience acquise avant leur arrivée à l'Université Laval. Troisièmement, les cotisations de l'employeur et des employés au régime de retraite seront haussées et passeront à 7,7 %. Les deux parties verseront un surplus de 0,3 % pendant la durée de la convention afin d'augmenter les prestations de pension des membres qui prendront leur retraite entre 1991 et 1993. Le vote de ratification devrait se tenir bientôt. Nous publierons des renseignements supplémentaires sur le règlement dans *Le Négociateur*.

Hélène Bibault

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## President's message/Le mot de la présidente

### If science matters...

In March, science policy issues returned to the forefront of public policy debate with release at the end of February of results of a survey conducted for Professor Edna Einsiedel at the University of Calgary. Involving interviews with 2,000 Canadians, the survey was financially supported by SSHRC and conducted by Decima. Its findings were summarised by the *Globe and Mail* (March 1) — "when it comes to science, Canadians often don't know the most basic things".

Many questions have been raised by the results of the survey. Judging by the press reports in the weeks after its release, preeminent pre-occupations are whether anything ought to be done and what it might be.

Compulsory mathematics and science courses at the high school level? Retraining for elementary and secondary teachers who themselves have not been exposed to science courses at university? Learning how to "sell" science? Fast-tracking state intervention "into the affairs of universities and the lives of students"? Inducing high school students to take up science at the post-secondary level through enriched scholarships? All of these are suggestions which have appeared in the last month.

At least some of these proposals remind one of nothing so much as using a shotgun to control mosquitoes — an approach too typically characteristic of some purportedly "remedial" interventions in Canadian public affairs. Others proposals may miss the mark entirely through their lack of clarity about the real factors contributing to the results of the survey. And still others are entirely misguided in their search for "quick-fix" solutions, where what is needed instead will be a long-term commitment to sensitive, imaginative and flexible policies and programs.

Other important features of the press stories about the survey and the remedial prescriptions are the infrequent references to actual evidence about the experience of science educators and the presumed mutual exclusivity of studies in the sciences and in the humanities and the social sciences. What is equally remarkable, once again, is the complete absence of any reference to the perennial issue of gender in virtually all of the recently spilt press ink.

One excellent example is provided by the suggestion concerning compulsory mathematics and science courses at the high school level, where it seems to be unreservedly accepted that participation in mathematics and science courses is

entirely voluntary in all provincial jurisdictions. But there are provinces in which these courses are required at the high school level. And the results of such requirements provide some remarkable findings — while at the same time raising important questions.

For some time in one province, a mathematics and a science course have been required of all Grade 10 students and a maths or science course for Grades 11 and 12. Whether there is a relationship between the compulsory-free choice mix and patterns of enrollment and success for young women is uncertain. But, in that province, it is clear that female high school students:

- \*\* participate in most mathematics and science courses at the same rates as male students — 7 out of every 10 female and male Grade 12 students took algebra, and roughly 5 out of every 10 took geometry-trigonometry and chemistry.

- \*\* perform as well as male students — average marks for these courses ranged from 66 to 70%, and there were no differences by sex.

- \*\* and have higher participation rates than young women in at least one other province — in the comparison province female students wrote 44% of provincial algebra exams, 42% of

chemistry exams and 21% of the physics exams, while the participation rates for these courses by female students in the "compulsory-free choice" province was 51%, 52% and 44% in 1987.

These enrollment patterns and performance scores are remarkable enough in themselves. But, when contrasted with university-level participation rates in mathematics and science courses, they are even more striking. In 1987, among university students in the "compulsory-free choice" province:

- \*\* women represented 45% of those enrolled in agriculture and biological science, 6% of engineering and applied science, and 22% of mathematics and physical science at undergraduate level; and
- \*\* they represented 65% of graduates

See "Science", page 8



Pamela Smith

### Si les sciences ont une importance...

En mars, les questions relatives à la politique scientifique ont recommencé à faire les manchettes à la suite de la publication, à la fin de février, d'une enquête effectuée pour Mme Edna Einsiedel, professeure à l'Université de Calgary. L'enquête, menée auprès de 2 000 Canadiens, a reçu l'appui financier du CRSH et a été effectuée par la maison de sondage Decima. Un article paru dans le *Globe and Mail* le 1er mars et coiffé du titre "When it comes to science, Canadians often don't know the most basic things" en résume les conclusions.

Les résultats de l'enquête ont soulevé de nombreuses questions. Si l'on en juge d'après les réactions de la presse au cours des semaines suivant la publication des conclusions du sondage, on se préoccupe surtout de savoir s'il faut agir et qu'est-ce qu'il faut faire.

L'enseignement obligatoire des mathématiques et des sciences à l'école secondaire? Le recyclage des enseignants de l'élémentaire et du secondaire qui n'ont jamais suivi de cours de sciences à l'université? L'apprentissage de méthodes pour "vendre" les sciences? L'accélération de l'intervention de l'état dans les affaires universitaires et dans la vie des étudiants? Faut-il inciter les étudiants du secondaire à suivre des cours de science au cycle postsecondaire grâce

à des bourses enrichies? Ce sont toutes là des suggestions émises au cours du dernier mois.

Certaines de ces propositions, du moins, n'évoquent rien sinon l'utilisation d'un canon pour tuer des moustiques, c'est-à-dire qu'elles caractérisent trop une certaine ingérence dans les affaires publiques canadiennes, supposément "de redressement". D'autres propositions se trompent peut-être complètement de cible parce qu'elles manquent de clarté au sujet des facteurs véritables ayant contribué aux résultats de l'enquête. D'autres, encore, cherchent des solutions rapides qui sont peu judicieuses, alors qu'il faut plutôt s'engager à long terme à adopter des politiques et des programmes sensés, innovateurs et souples.

Il importe de relever d'autres aspects des articles parus dans les journaux sur l'enquête et les remèdes prescrits. En effet, on a peu fait mention des faits tirés du vécu des professeurs de sciences et de la supposée exclusivité mutuelle des études en sciences ainsi qu'en sciences sociales et humaines. Ce qui est tout aussi remarquable, une fois de plus, c'est l'absence complète de référence à l'éternelle question des sexes dans pratiquement tous les articles récemment parus.

La suggestion de rendre obligatoire la

participation à des cours de mathématiques et de sciences à l'école secondaire en est un excellent exemple. Il semble que l'on accepte sans réserve que la participation à ces cours soit tout à fait volontaire dans toutes les provinces. Toutefois, il existe des provinces où l'on exige des étudiants de suivre ces cours à l'école secondaire. Ces conditions donnent des résultats remarquables tout en soulevant d'importantes questions.

Dans une province en particulier, les étudiants sont obligés, depuis quelque temps, de suivre un cours de mathématiques et un cours de sciences en 10e année et un cours de sciences ou un cours de mathématiques en 11e et en 12e années. Il n'est pas certain s'il y a un lien entre le mélange de cours obligatoires et facultatifs, le profil d'inscription et le taux de réussite des étudiants. Toutefois, il est manifeste que les étudiants du secondaire de cette province:

- \*\* participent à la plupart des cours de mathématiques et de sciences aux mêmes taux que leurs confrères: 7 étudiantes sur 10 adolescentes et adolescents de 12e année ont suivi un cours d'algèbre et environ 5 sur 10 ont suivi un cours de géométrie-trigonométrie et de chimie;
- \*\* réussissent aussi bien que leurs confrères: la moyenne des notes

pour ces cours va de 66 à 70 % sans égard pour le sexe;

- \*\* et leur taux de participation est plus élevé que les adolescentes d'au moins une autre province: les étudiantes de la province de comparaison ont obtenu 44 % aux examens provinciaux d'algèbre, 42 % aux examens de chimie et 21 % aux examens de physique, tandis que les taux de participation à ces cours des adolescentes de la province offrant des cours obligatoires et facultatifs étaient de 51 %, 52 % et 44 % en 1987.

Ces profils d'inscription et les taux de réussite sont assez éloquentes. Toutefois, si on les compare aux taux de participation aux cours de mathématiques et de sciences à l'université, ils sont encore plus surprenants. En 1987, parmi les étudiants d'université de la province offrant des cours obligatoires et facultatifs:

- \*\* les femmes représentaient 45 %

Voir "Sciences" à la page 8



## To the Editor

To the Editor:

I wish to object, in the most strenuous manner possible, to the "Never Again" advertisement on page 9 of the March 1990 CAUT Bulletin.

For those who are not familiar with this particular piece of hate propaganda, it showed the Greek male and female symbols (the astronomical symbols for Mars and Venus) outlined by rifle cartridges, and combined with the international symbol for "forbidden". The implication is clearly that the massacre of women students in Montreal was somehow an expression of the general male view of females, and that it is important to stop males generally murdering females with rifles no matter how much they all want to. This offensive misinterpretation of the events at l'Ecole Polytechnique is, I would hope, at distinct odds with the views of most women students in Canada, and, more important, the victims of the slaughter.

True, the murderer was male. True, the victims were female. True, this clearly indicates a sexist motivation for these killings. However, the killer had this sexist motivation, not because he was male, but because he was a male psychotic! Why would anyone suggest that his actions can be taken as indicative of some kind of general murderous intention on the part of Canadian men? Certainly the CAUT Bulletin page 9 suggests this.

I trust that my younger women engineering colleagues will not be brainwashed by the propaganda of a group

of politically motivated men-haters into believing that the massacre last December 6 was motivated otherwise than by the sort of blind sexism of which the cited advertisement is but another sad example.

The mass murder of several women by one sexist lunatic does not justify the mass character assassination of all men by other sexist lunatics.

P.C. Hughes  
Cockburn Professor  
Institute of Aerospace Studies  
University of Toronto

To the Editor:

Reverse discrimination might possibly have played a (not *the*) role in the events that transpired on December 6, 1989 at a Montreal College wherein 14 women (mostly students) were shot to death by a Mr. Marc Lépine. This likelihood is suggested by the writer because he, as a faculty member of a Black Studies Program in the U.S. in the late 60's, well remembers the extreme rancour that attended the finding by white applicants to a prominent west coast medical school that the school was giving preference to and admitting Blacks with poorer academic qualifications than whites. It almost seemed that the colour of one's skin was an important criterion. In actual fact the medical school, always mindful of the omnipresent question of funding, was now following the requirements of what in effect was a policy of affirmative action - they were

attempting to rectify decades of discrimination against Blacks, (in Canada during the 30's, 40's and earlier, a situation involving anti-Semitism had existed). Might not a similar state of affairs been encountered by Lépine, festered in his mind, and contributed to a growing hostility directed towards women?

To the objection that such an interpretation oversimplifies what is really complex, the writer would reply by indicating that he was describing only one of many factors. To the objection that even if reverse discrimination was important, it only precipitated that which was already present. To this the writer would respond that regardless of whether it directly caused or "merely" precipitated the event - the shooting occurred.

If we are ever to try to understand Mr. Lépine's behaviour and hopefully prevent future occurrences, a multifaceted approach is required. In addition to needing more rigorous gun control laws, better funding of investigations into the many faces of psychopathy, etc., it is also important that one provide an educational program that makes it abundantly clear what may eventuate when our culture does not actively oppose discrimination of any kind. It is the belief of this writer that the heading in the *CAUT Bulletin* "Fourteen Women Murdered" - January, 1990, almost implies an individualistic reason in the etiology of this tragedy and would seem to let society "off the hook" as regards any degree

of responsibility. The events in Montreal could well be one of the untoward "fruits" of ignoring discrimination, in this case against women.

F.L. Marcuse  
Dept. of Psychology  
University of Manitoba

To the Editor:

I was shocked to read from the headlines on page 1 of the March 1990 issue that there is a coming crisis federal support for post-secondary education. It was even more surprising to learn that the problem for francophones ("une crise de 3,1 milliards de dollars") is three orders of magnitude worse than for anglophones ("3.1 million dollar crisis"). Let this be a lesson for those Westerners who believe that the present government is biased in favor of Québec.

Richard Hawkes  
Professor and Head  
Department of Anatomy  
University of Calgary

*Professor Hawkes' sharp eyes picked up an important difference between the English and French headlines in the March edition. The French headline, which was correct, was a translation of the original English one. To our chagrin, gremlins intervened in the typesetting for the final layout. The \$3.1 billion is going to affect the whole country.*

## The meaning of the Montreal Massacre

What is the social significance of the University of Montreal massacre? Was it "Simply" the final act of a psychopathic murderer, or was it a meaningful reflection of the state of male-female relations in the late 20th century?

Marc Lépine was a crazed and twisted individual who might well have shared the profile of other mass killers, but his extreme behaviour could hardly be considered typical of men, even misogynist men, in Canada today.

The analysis of the event, however, should not end there. As sick as he was, Lépine was not entirely out of touch with current events. Like the deluded racist who blames minority groups for society's ills, Lépine deliberately chose a controversial and provocative issue through which to vent and communicate his rabid anger. He understood that feminism has enemies, and he perhaps hoped that by attacking women who were pursuing "men's careers", he would justify to himself and others, his

inability to achieve his aspirations. His psychosis was his own, but the platform he shouted from was, literally, a social construction.

That Lépine's podium was a university classroom is also significant. As limited as its gains have been, the feminist movement has had an impact on university life over the past decade. Women's participation in professional schools traditionally dominated by men has risen dramatically. Women's studies programs have proliferated, and on many campuses, affirmative action hiring programs have taken root. Sometimes seriously, and sometimes merely in their rhetoric, universities, like other social institutions, have made the pursuit of gender equity an official policy.

Yet at the same time, there are strong indications that campus culture is moving in precisely the opposite direction. The revival of fraternities, replete with their ancient sexist bonding rituals, the growing incidence of panty raids, and

the jocular hostility of some male student to "rape awareness" educational programs, are simply not consistent with the institution's promotion of gender equality.

The resurgence of these "pre-feminist" social forms is mirrored, and in some respects, explained by the academic life of the contemporary university. In such an unpredictable economic world, students cannot take their futures for granted. The ticket to material success is entry into professional school, for which the competition is fierce. In response, students are intense and deeply individualistic. The revival and renewed respectability in the 1980s of the acquisitive capitalist ethic legitimates their value system.

Self-interested, ambitious, and insecure, students today have little interest in movements for social and political change. They associate these campaigns with the 1960s, from which they feel intellectually and ideologically distant. They are particularly resistant to those collective causes which are perceived as

impediments to their individual advancement. By challenging male dominance, both culturally and professionally, feminism is seen by many (though by no means all) male students as a movement which favours women at men's expense. Denied entry into the University of Montreal engineering program, Marc Lépine saw himself as one of these victims.

Campus culture, like that of the community surrounding it, is, curiously, disjointed. In some respects the acceptance of feminist ideals has never been greater. Yet hostility to women, expressed in many forms - through date rape, student rites of passage, sexist rock videos, vicious nightclub humor, and domestic violence - still pervade contemporary society, and may even be on the increase.

Marc Lépine chose an especially horrific method of expressing himself on this disquieting and dangerous social tension. In less bloody ways, the conflict thrives.

Paul Axelrod

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# Tragedy in Montreal: present statements and future policy

The actions of Mr. Marc Lépine, in taking the lives of fourteen young women last December 6 at the Ecole Polytechnique, University of Montreal, have now elicited much comment and soul-searching debate. For the most part, the reactions from all sectors have naturally been to express shock and frustration.

The President's article in the January, 1990 issue of the *CAUT Bulletin*, for example, was an eloquent statement on these events and their implications for today's university environment. The President's article urged universities to act "both individually and in a united way" to take steps toward prevention of future tragedies and toward enhancement of the role of women in universities and society generally. Also suggested were some general steps toward reaching such goals, for example, a meaningful and sincere acceptance of the term "feminism," an increased awareness of attitudes which derogate women, and increased attention to the role of Women's Studies programs.

While these suggestions are of course excellent, some aspects of the Montreal tragedies remain disquieting.

Since December 6, there has been a tendency to describe recent events largely in the context of one gender, such that they have taken on the appearance of another "women's issue" — something like "the psychology of women" — supposedly a sort of speciality area in which men have little place. This is reminiscent of the selective identification and discussion of "women's issues" during the "debates" prior to the last federal election. At one Canadian university, a large bulletin board was jammed with newspaper clippings and other information about the recent killings. The board was located at, and only at, the university's drop-in centre for women. At some remembrance services, men have been rather unwelcome, sometimes excluded or advised to go "to the back, please". Television interviewees, in the period immediately following December 6, were mostly women. Their comments struck me, at times, as coming very close to an exploitative use of the Montreal tragedies as a platform for editorializing from their own personal views and for advancing generalizations about the generic terms "men" and "women".

The present comments may be of some use in providing a somewhat different perspective. I have now, on two occasions, been forbidden to sign a petition concerning the events in Montreal. One of these was to support a request for escort services (presumably to be supplied by men) for women having to be in university buildings late at night. Upon reflection, it feels as if such rejections of support serve mainly to alienate, and thus to worsen the situation by emphasizing the malevolence of men and by placing the sexes in a position of apparent opposition. Why value the actual support of men, that is, assuming the support could be helpful in reaching a goal, but at the same time reject when it is visible, for example, in the form of signatures? Is it the case that those who

choose to attend a "vigil" or sign a petition — if allowed to sign it — really have some sort of moral monopoly on "appropriate" ways of expressing feelings and paying respects? Are their feelings somehow more valuable or genuine than those who respond otherwise?

One male professor said that he, as a generic male, felt personally responsible for what happened in Montreal, implying that Lépine's actions reflected the behaviour and general character of men in society. Another professional discussed the issue of how much "men hate women" on a national radio show. In listening to why men should feel personally responsible, one can nevertheless imagine academics cautioning that a hypothetical murder of anglophone or francophone students, or of blacks or whites, cannot and should not be interpreted or generalized too far. Appeals for calm would be issued, coupled with reminders about the need for reconciliation, education, and for recognition of communalities rather than differences between the racial, cultural, or other groups involved. Presumably, in such a case, any hint of politicization of issues and/or polarization of groups, races, or whomever — on the heels of a mass murder — would normally be considered insensitive and unwarranted, even provocative.

It is true, as the CAUT President indicated, that universities should examine their values and assess carefully what kinds of corrective strategies should be undertaken. Perhaps a darker side of this is that strengthening Women's studies, and bettering the overall situation for women in universities, presumably in line with feminist views, will mean a strengthening of goals which individuals such as Lépine find threatening and antagonizing. His perspective on these very goals indeed formed the basis of his so-called "political statement".

A professor at an Ontario university recently expressed her reaction of shock and outrage during a remembrance service. She reported, for example, that she had daughters herself. She felt especially taken back by the killings since "these (the victims in Montreal) were my daughters." Yet some male professors may possibly have daughters. I have three. They likely will attend university soon. In no way do I care differently or less about them than do female professors or other women. Out of concern for one's own daughters, I believe that any professor, male or female, would not just simply offer to sign a petition — they would want fervently to sign it if they felt it might possibly make one small bit of difference, both for their own and for others' daughters. I have the right to be seen as just as concerned with the safety of daughters or sons as does anyone else.

More generally, while future policies for universities must address all of the goals outlined in the CAUT President's article, efforts must be made to seek and maintain practical and meaningful support for such policies on the part of men. That support will be needed to ensure, among other things, that correc-

tive policies will actually be implemented, followed, and closely monitored afterward.

The university community generally wishes to see itself as a source of inspiration and leadership in terms of intellectual and moral concerns. Within this function, one of its chief responsibilities and challenges now is to eliminate the rhetoric of polarization. It is this which emphasizes the foibles of one gender, and which generally highlights gender differences and possible antagonisms. Hopefully, at some point, the academic community, whether in course content or through other means, will articulate policies based upon healing, unification, and harmony, rather than separation and antagonism. Surely these are the lessons and goals which we would like our children to be aware of and follow. My daughters already ride a schoolbus in which boys and girls are ordered to sit on opposite sides. Supposedly then, as "opposite" sexes, they are already asked to believe that they are inherently different and unique. On the first day of school, they have spontaneously sat together as a homogeneous group.

Surely, priorities for the future must include ways to emphasize the common humanity, rather than dissimilarities, between men and women. In the long run, it is principally this kind of in-

itiative which stand some chance of actually equalizing and improving the relationships and general situation of both genders. At an early point in a student's university days, exposure to this initiative would maximize the chances of including rather than excluding individuals such as those with Lépine's values and perspectives toward women and the world — in homespun terms, an attempt to reach out before trouble germinates. It should work to the extent that anything will. Also, in terms of ethical positions which might be modelled for the larger community, such an approach appears to occupy a level somewhat higher than on which dichotomizes the genders and constantly portrays men as inflicting violence upon women. Its achievement, therefore, may require a greater level of effort and cohesion, and greater sense of responsibility and vision on the part of the academic community than that shown by some of its members so far. The term "higher" means that the underlying vision encompasses not only one gender but rather society in general. Anything less would seem a disservice to all parties.

Stewart Page, Ph.D.

Professor

Department of Psychology  
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## Document d'information sur l'impôt des non-résidents

Au cours de la dernière année, l'ACPU a reçu plusieurs demandes d'information au sujet du statut fiscal des universitaires canadiens travaillant à l'étranger et des universitaires étrangers travaillant au Canada. À la lumière de ces demandes, l'étude Robertson & Hill a rédigé pour le compte de l'ACPU un document d'information intitulé "The Taxation of Academics Who are Changing Their Country of Employment".

Le document n'est pas publié pour l'instant en raison des modifications en suspens qui devraient être apportées à

la loi fédérale et qui touchent les régimes de pension. Dès que ces modifications seront adoptées, le document sera mis à jour et comprendra les modifications. Les personnes qui ont séjourné au Canada ou à l'étranger ces dernières années ou qui songent à le faire trouveront cependant utile le document d'information dans sa présente version.

Les personnes intéressées peuvent se procurer un exemplaire en communiquant avec Robert Moore, au secrétariat de l'ACPU.

## Information paper on taxation of non-residents

During the past year, CAUT has received several inquiries concerning the income tax status of academics from Canada who are working abroad and of academics from abroad working in Canada. In light of these inquiries, an information paper on "The Taxation of Academics Who Are Changing Their Country of Employment" has been prepared for CAUT by Robertson & Hill.

Because of pending changes to federal legislation affecting pensions, this infor-

mation paper is not being published at this time so that it can be updated to reflect these changes as soon as they become law. Individuals who have been involved in moving to or from Canada in the recent past or who are contemplating such a move in the future, however, may find the information paper useful in its present form.

Anyone interested in obtaining a copy of the paper may contact Robert Moore at the CAUT office.



# Final report of the No Status for Women Non-Committee

The mood of many of the delegates to the February CAUT Council, following their motion to dissolve their present Status of Women Committee and rework the Committee's terms of reference through an interim committee of three, suggested that they were pleased to rid themselves of the controversies regarding the function of the Chair and the procedures by which that Chair was elected. As spokesperson for the former majority of the Committee, I suggest that this decision has not resolved the more serious issues about the fairness of Council procedures and practices which will come back to haunt them.

The first question that Council members should ask themselves is whether it is possible to correct an unfair situation by an even greater unfairness. The Status of Women Committee felt that an injustice had been done to the Committee when Council elected a Chair in direct opposition to the Committee's wishes last May. The SWC believed that an issue had to be made about the Council's right to put in place a chair who did not have the support of the committee. A simple democratic principle seemed to be violated here, namely the right of a group to have a voice in the selection of the person who will represent them. "Represent" was a key word for the Committee, for the Chair is the voice of the Committee to Council. Without the confidence of the Committee, an impos-

ed Chair creates a one-way system, representing the views of Council to the Committee, not the reverse. The SWC felt that this destroyed its effectiveness; it was turned into a token group the moment the Committee discovered that its Chair was responsible only to the Council and could, with impunity and with the approval of Council, ignore totally the stated wishes of the Committee. The independent *Ad Hoc* Committee put in place by the Executive to investigate these issues agreed that the imposition of a Chair is "inappropriate, unreasonable and impracticable." Yet, the "solution" the Council chose does not even allow the Committee a voice in sorting out the procedures to be used in the selection of a Chair, preferring instead to silence the Committee on all issues.

This gives rise to another important issue that has not yet entered the Council debate about the Status of Women Committee. That is, what degree of control should a parent body have over a group that has been created to represent and empower a minority? Can a Committee represent an underrepresented group when the Chair is controlled by the larger body, and when the Committee can be dismissed when it strikes to raise issues of procedure and representation? I cannot answer these questions for Council, but since minority/majority relationships, natural justice, and principles of just cause and due process

are at the heart of our union activities, and since the right to dissent is at the centre of our concept of academic freedom, I can suggest that the Council must review the justice of their pragmatic solution in the light of the principles for which they stand.

In addition to the broader issues raised by the CAUT motion to dissolve the SWC, there are several practical difficulties created by subsequent parts of the motion. In the same motion that dissolved the SWC as of May, the Council also asked the present Committee to continue with the workshop it had planned. Although, as spokesperson for the Committee, I told Council it was not being fair to the continuing members of the Committee to ask them to devote hours or work when the end result of their labours would be dismissal, the motion was passed, nonetheless. Most of the members of the SWC will, by now, have resigned rather than work for the CAUT under these conditions. It seems as though by protesting a lack of voice in important issues, the Committee was being told, in the most paternalistic of terms, that their voices were indeed not welcome. The Committee was welcome, however, to continue to work for the organization within the parameters they would define. The SWC felt this to be bitterly ironic in the light of the planned workshop. The working title was "Violence Against Women: Not An Isolated Case." The Commit-

tee had planned to begin with a memorial for the women killed in Montreal and move from there to a consideration of the atmosphere of hostility toward women in our universities that underlies such overt acts of violence. Marge Piercy, the feminist novelist, has said that "Power is violence." While many of us would temper that in some way, the members of the SWC have come to feel that the power politics of CAUT in the imposition of a Chair against our will last May, and in the dissolution of the entire Committee in February demonstrates such violence of power. The outrage and powerlessness that the SWC has felt at these hostile acts has been workshop enough for us.

Another practical difficulty that arises from the CAUT Council motion is its creation of a three-person committee to revise the terms of reference of the SWC and accept applications for a new Committee to be elected in May. While the re-working of the terms of reference is a necessary business, the new terms cannot have any credibility without input from the present Committee. Council has created a "Catch 22" situation here. How can a group which has taken away all status from its present Status of Women Committee be trusted to create new terms of reference for a new status of women group? This is the worst kind of tokenism. Council has said, in effect,

See "Final", page 8

## Rapport final du Comité du statut de la femme qui n'en est pas un

On pouvait comprendre, d'après le moral de nombreux délégués à l'assemblée du Conseil, après la motion de dissoudre l'actuel Comité du statut de la femme et de réviser son mandat par l'intermédiaire d'un comité de deux personnes, qu'ils étaient heureux de se sortir de la controverse entourant la fonction de la présidente et les procédures ayant mené à son élection. En tant que porte-parole de l'ancienne majorité du comité, j'affirme que cette décision n'a pas réglé les problèmes plus graves touchant à l'équité des procédures et des pratiques du Conseil qui reviendront à hanter.

Les membres du Conseil devraient d'abord se demander s'il est possible de corriger une situation injuste par une injustice plus grande. Le Comité du statut de la femme a senti qu'on avait été injuste envers lui lorsque le Conseil a élu en mai dernier une présidente qui allait directement à l'encontre de ses vœux. Le comité était d'avis qu'il fallait défendre le droit d'un groupe du Conseil d'avoir voix au chapitre dans le choix de la personne qui les représenterait. "Représenter" est un mot clé pour le comité car la présidente est le porte-parole du comité au Conseil. Sans la confiance du comité, une présidente imposée crée une situation unilatérale car elle représente les opinions du Conseil et non l'inverse. Le comité a estimé que cette situation avait détruit son ef-

ficacité. Il s'est retrouvé comme un comité symbolique dès l'instant qu'il a découvert que la présidente ne rendait compte qu'au Conseil et qu'elle pouvait, en toute impunité et avec l'approbation du Conseil, fermer les yeux sur les souhaits formulés de ses membres. Le comité spécial indépendant créé par le Comité de direction pour enquêter sur la situation a convenu que l'imposition d'une présidente était inappropriée, irraisonnée et inapplicable. Pourtant, la "solution" choisie par le Conseil ne permet pas au comité d'avoir voix au chapitre dans le règlement des procédures employées pour choisir une présidente. Il a plutôt préféré réduire le comité au silence pour toutes les questions en jeu.

Nous soulevons ici un problème important que le débat du Conseil autour du Comité du statut de la femme n'a pas encore abordé. En effet, quel contrôle un groupe parent peut-il exercer sur un autre groupe créé dans le but de représenter une minorité et de lui donner du pouvoir? Un comité peut-il représenter un groupe sous-représenté si le président ou la présidente est dominée par le groupe plus grand? Quand peut-on dissoudre un comité lorsqu'il se fait entendre pour soulever des questions de procédures et de représentation? Je ne peux répondre à ces questions à la place du Conseil. Toutefois, puisque les relations minorité/majorité sont au centre

de nos activités syndicales et puisque le droit à la dissidence est la figure de proue de notre notion de liberté universitaire, je me permets de suggérer que le Conseil revioie le caractère juste de sa solution pragmatique à la lumière des principes qu'il défend.

Outre les questions plus larges que soulève la motion de l'ACPU visant à dissoudre le Comité du statut de la femme, d'autres problèmes pratiques se posent à cause des parties subséquentes de la motion. Ainsi, la motion qui dissout le comité à compter de mai demande au comité de poursuivre la planification de l'atelier. Bien que j'aie répliqué au Conseil, en ma qualité de porte-parole du Conseil, qu'il n'était pas juste pour les membres en place de leur demander de consacrer des heures de travail à l'organisation de l'atelier alors que le produit final de leur travail se traduirait par une dissolution, la motion fut quand même adoptée. À l'heure actuelle, la plupart des membres du comité ont donné leur démission plutôt que de continuer à travailler pour l'ACPU dans ces conditions. Il semble que, bien que l'on ait protesté contre le fait qu'il manquait de poids pour les questions importantes, on a dit au comité, dans les termes les plus paternalistes, que son opinion n'était pas, de fait, bienvenue. Le comité, toutefois, était bienvenu de continuer à travailler pour l'association selon les paramètres qu'elle

définirait. Le comité a estimé que cette attitude était amèrement ironique surtout en tenant compte du thème de l'atelier prévu, soit "La violence contre les femmes: ce n'est pas un cas isolé". Le comité avait prévu débiter l'atelier par un hommage à la mémoire des jeunes femmes tuées à Montréal et d'orienter l'atelier vers un examen de l'atmosphère hostile dans nos universités à l'endroit des femmes qui sous-tend des actes de violence aussi manifestes. Marge Piercy, la romancière féministe, a déclaré que le pouvoir, c'était la violence. Bien que nous soyons nombreux à tempérer d'une certaine façon cette affirmation, les membres du comité en sont venues à la conclusion que la politique de pouvoir de l'ACPU par l'imposition d'une présidente contre notre gré en mai dernier et la dissolution de tout le comité en février traduisent cette violence du pouvoir. L'outrage ressenti par le comité et le sentiment d'être sans pouvoir face à ces gestes hostiles constituent pour lui un atelier en soi.

La motion du Conseil de l'ACPU pose un autre problème pratique quant à la création d'un comité de deux personnes chargé de réviser le mandat du comité et d'accepter les mises en candidature pour l'élection d'un nouveau comité en mai. Bien que la révision du

Voir "final", à la page 8



## Sciences

Continued from page 3

in agriculture and biological science, 7% of engineering and applied science, 22% of mathematics and physical science at under-graduate level.

Whatever else may be at work in them, these patterns of participation at the high school and university levels show that the "gains" in women's involvement in science made at the high school level do not automatically transfer into the university system. As matters stand now, they offer a clear challenge to university educators.

But do they mean that, as some have suggested, that carrots and sticks should be applied to the enrollment bulges in the humanities and social sciences, in order to beat them into a flatter shape in comparison to science? Before resorting to this approach, it is worthwhile to consider evidence from another recent innovative scholarship and work-study program, developed to expand the horizons of young high achievers graduating from Canadian high schools.

This program provides one month intensive exposure in a variety of scientific disciplines to approximately 400 high school graduates each year, in order to assist their choices of university level programs and careers. Currently, approximately 40% of its participants are female, and this level of participation has been achieved without the application of quotas. Over the years, employers have been much less willing to support young women through employer-funded scholarships than young men. Nonetheless, those involved in the program continue their efforts to ensure that the young women's talent is not unrecognized, by using government funds to support the young women, as well as by designing gender-

sensitive recruitment and instruction programs.

It is just as worthwhile to consider the views of a Dean of Engineering, who wrote recently about the exclusivity myth concerning undergraduate studies in engineering and arts:

"roughly one-third of our engineering program is devoted to social sciences and humanities subjects and .. second language skills. Our commitment to 'liberal' engineering is based on the belief that .. our graduates will be equipped not only to face technological challenges... but also to understand and be sensitive to the human contexts in which they occur. .. Our goal is to educate engineers who have not lost the human focus .. in public affairs through preoccupation with technological advance." (Globe and Mail, March 30).

One of the unanswered questions underlying the "carrots and sticks remedy" is what motivates university students to enroll in the humanities and social sciences in such great numbers. Since, at this point, any response will be as good as mine, I will hazard one, by suggesting that the strong participation represents nothing more — or, equally important, less — than their desire to make sense and to find meaning. Through their participation in these disciplines, university students seek to contribute to a new order — quite simply — to make a difference with their lives and to the lives of others.

And this is a search which is to be celebrated, not decried. We should be proud — not anxious — that young men and women approach their studies with such desires. The traditional role of educators has been to shape these impulses — not to deny them. Our recognition that the search matters will meld youthful enthusiasm into long-term

commitment.

If the hypotheses about the search for meaning and the desire to contribute are correct, what do they suggest with respect to university-level science? Among other things, they do not suggest an immediate application of carrots and sticks, for these will be too little, too late, in any case. Instead, they suggest a gradualist approach to restoring an interest in science, informed by a variety of experience and evidence, a pluralism of methods and a willingness to be sensitive while taking informed risks.

If science really matters, let our approach to it be based on a clear, rational and systematic understanding, not a heedless stampede. Let scholarship and science inform the measures adopted to redress "imbalances", and let these measures draw from the best, not the basest, of human motivations and aspirations.

## Sciences

Suite de la page 3

des étudiants inscrits en agriculture et en sciences biologiques, 6 % en génie et en sciences appliquées et 22 % en mathématiques et en sciences physiques au 1er cycle; et \*\*elles représentaient 65 % des diplômés du 1er cycle en agriculture et en sciences biologiques, 7 % en génie et en sciences appliquées, 22 % en mathématiques et en sciences physiques.

Peu importe les facteurs qui les sous-tendent, ces profils de participation au secondaire et à l'université montrent que les "gains" des femmes suivant des cours de sciences au secondaire ne se reportent pas automatiquement à l'université. Au point où en sont les choses aujourd'hui, les professeurs d'université font face à un défi

manifeste.

Est-ce que cela signifie, comme certains l'ont suggéré, qu'il va falloir jouer de la carotte et du bâton dans le cas de l'augmentation des inscriptions en sciences sociales et humaines pour les rendre comparables à celles en sciences? Cependant, avant de se résoudre à adopter cette méthode, il vaut la peine de se pencher sur un récent programme innovateur de bourses et d'enseignement combiné avec l'emploi à l'intention de jeunes et brillants diplômés des écoles secondaires canadiennes et visant à élargir leur horizon.

Le programme offre chaque année, à environ 400 diplômés du secondaire, un mois de stage intensif dans une gamme de disciplines scientifiques. Il a pour but de les aider à choisir un programme ou une carrière dispensé à l'université. À l'heure actuelle, 40 % des participants sont des femmes et aucun quota n'a été imposé. Au cours des ans, les employeurs sont devenus beaucoup plus réticents à appuyer des jeunes femmes par l'entremise de programmes financés par des bourses et par les employeurs. Néanmoins, ceux qui participent au programme continuent de veiller à ce que le talent des jeunes femmes soit reconnu en utilisant les crédits gouvernementaux pour les aider et en concevant des programmes exempts de discrimination dans le recrutement et l'enseignement.

Il vaut la peine, également, de réfléchir au point de vue d'un doyen d'une faculté de génie qui s'est récemment prononcé sur le mythe d'exclusivité entourant les études du 1er cycle en génie et en arts:

(...) environ un tiers du programme de génie est consacré à des matières en sciences sociales et humaines et (...) à l'étude d'une

Voir "Sciences", à la page 19

## Final

Continued from page 7

that the only status women can have is that which Council will decide. It is not clear to me, either, how it is possible to select members for a Committee under the current terms of reference (the only ones now in effect) since those require the action of the present committee; nor do I see how it is possible to select members under terms of reference that will not exist until May. As well, I do not believe that any woman, unless totally politically naive, would apply for membership on a Committee of an organization that has dealt with its predecessor in such a high-handed and unfair way, and which has, as yet, no procedures or regulations in place that would prevent such unfairness from recurring. The logical question is whether there is any use in having a Status of Women Committee at all when its very existence will depend upon its willingness to have no status, to ignore unfair procedures and carry on with the agenda that Council alone will decide is its business.

Throughout this whole struggle, the women of the Status of Women Committee were told repeatedly, and with great hostility, that they should get back to work on behalf of the women in Canadian universities. The Committee's

response has always been that assuring proper representation for the Committee, that assuring that fair practices were in place, is the proper business of the Committee. All of the other work — the workshop, the Bulletin articles and supplement, the policy proposals — depends upon the assurance of such fairness of representation and practices. The Committee believes that the women in Canadian universities need an organization that will listen to their concerns and assist in their fight for fairness at every stage in their careers, and that will defend their right to be heard on issues that concern them. Academic women cannot be served by a token committee subject to the will and the whim of the majority. Such a Status of Women Committee is worse than no committee at all, for it pretends to give voice to women's concerns while controlling and silencing that voice through the machinations of power politics.

Lorelei Cederstrom  
CAUT Status of Women Committee

## Final

Suite de la page 7

mandat soit nécessaire, le nouveau mandat ne peut avoir aucune crédibilité si le comité actuel ne peut donner son opinion. Le comité a créé une impasse.

Comment peut-on avoir confiance en un groupe qui a retiré le statut de son comité actuel sur le statut de la femme et le laisser créer un nouveau mandat pour un nouveau comité du statut de la femme? Voilà la pire forme de symbolisme. Le Conseil a déclaré, en effet, que le seul statut que les femmes peuvent avoir est celui qu'il aura décidé. Selon moi, il n'est pas clair comment on pourra choisir les membres du comité en vertu du mandat actuel, le seul actuellement en vigueur, puisqu'il exige l'action du comité actuel. Je ne vois pas non plus comment il est possible de choisir des membres en vertu d'un mandat qui ne sera pas en vigueur avant le mois de mai. En outre, je ne crois pas qu'une femme, à moins qu'elle ne soit naïve politiquement, poserait sa candidature à un poste au comité d'une association qui a traité ce comité d'une manière aussi injuste et autoritaire, lequel comité n'est pas encore doté de procédures ou de règlements empêchant la même injustice de se produire de nouveau. Logiquement, il faut se demander si le Comité du statut de la femme a une quelconque utilité lorsque son existence même dépend de sa volonté à ne pas avoir de statut, à fermer les yeux sur les procédures injustes et à poursuivre ses activités selon le programme que seul le Conseil jugera convenir.

Tout au long de ce conflit, on a répété plusieurs fois aux femmes du Comité du statut de la femme, et ce, sur un ton très hostile, qu'elles devraient retourner au travail qu'elles font au nom des femmes dans les universités canadiennes. Le comité a toujours répliqué que le vrai travail du comité était de lui assurer une bonne représentation et de faire en sorte que des pratiques justes étaient en place. Tout le reste, à savoir l'atelier, les articles et le supplément du *Bulletin*, les projets de politique, dépendent de la garantie d'une représentation et de pratiques justes. Le comité estime que les femmes des universités canadiennes ont besoin d'un organisme qui écoute leurs préoccupations et les aidera dans leur lutte pour la justice à toutes les étapes de leur carrière et qui défendra leur droit d'être entendues sur des questions qui les intéressent. Un comité symbolique soumis à la volonté et aux caprices de la majorité ne peut servir les femmes universitaires. Avoir un Comité du statut de la femme de ce genre est pire que de ne pas en avoir, car il prétend être la porte-parole des préoccupations des femmes tout en les contrôlant et en les réduisant au silence par des manigances d'une politique de pouvoir.

Lorelei Cederstrom  
Comité du statut de la femme de l'APCU



# Status of Women Committee and Council

More than six hours of the February, 1990 Council meeting were devoted to considering a report concerning the CAUT Status of Women Committee. The events leading to this extended discussion, as well as the conclusions reached from the debate, are described in the following account. The full text of the 23 page report will be reproduced in the next issue of the Bulletin.

The report was prepared by the Special Ad Hoc Committee re: the Status of Women Committee. Established by the CAUT Executive in July, 1989, this committee's mandate was to "review the circumstances surrounding the election for the chairperson of the Status of Women Committee at the May, 1989 Council meeting, and to make whatever recommendations to Council (the) committee considers appropriate". The committee's mandate reflected developments within the Status of Women Committee (SWC) about the election for its chairperson at the May, 1989 Council meeting.

Prior to this election, Professors Lorelei Cederstrom (Brandon) and Jane Gordon (Mount Saint Vincent) were both nominated to chair the SWC. Professor Gordon was completing a term as the chair of the SWC, and Professor Cederstrom was a member of the committee. A majority of the SWC members had recommended to the May, 1989 Council that it elect Professor Cederstrom as the SWC chairperson.

Council, however, elected Professor Gordon to the position.

Shortly after the May, 1989 Council meeting, Professor Cederstrom questioned the fairness of the election, and wrote asking that the CAUT Elections and Resolutions Committee declare the position vacant. Having consulted the other members of the Elections and Resolutions Committee, the chair replied that it was not possible to comply with Professor Cederstrom's request.

With the agreement of the Executive, the CAUT President wrote in June to all members of SWC, including its chair, suggesting the possibility that at least the initial part of the July 6-7 SWC meeting be convened with the assistance of a third party. This suggestion was not taken up at the meeting. Instead, a motion calling on Council to honour the earlier recommendation that Professor Cederstrom be the SWC chair, as well as motions tabling all other agenda items - including planning for the SWC Workshop scheduled for October, 1989 - were passed by a majority of the committee members.

In light of this, at its July 13-14 meeting, the CAUT Executive established a Special Ad Hoc Committee to advise Council. Its members were Professor Janet Baldwin (Faculty of Law, University of Manitoba); Archie Malloch (retired), Department Of English, McGill University; and Pro-

fessor Peta Tancred-Sheriff (Department of Sociology, McMaster University).

The Special Committee made recommendations concerning the interim operation of the SWC in its preliminary report to the October, 1989 Council meeting. In the form amended and adopted by Council, these recommendations were:

1) THAT until the February Council meeting, the existing SWC resume its meetings at the earliest possible date with a person, selected under the auspices of the Ad Hoc Committee, acceptable to all currently elected members of the SWC (including its present Chair) convening the meetings.

2) THAT until the February Council meeting, liaison between the SWC and the Executive and Council be maintained through the interim convenor rather than the Chair.

At the October meeting, two separate notices of motion to be considered in February were also given by Council delegates. These motions are also reproduced later in this article: one would have had the effect of recalling Professor Gordon as the chair and replacing her with Professor Cederstrom; and the other would have recalled all the members of the SWC, were it to have been ineffective despite the interim arrangements implemented in October.

In late November, Professor Bev Baines (Faculty of Law, Queen's University) was confirmed as the interim convenor for SWC, and the entire committee met with her on January 12-13, 1990. Much of this meeting was devoted to planning an entirely new agenda for a workshop to be held in April, 1990, in lieu of the postponed October workshop.

Details of this meeting were reported to February Council meeting by Professor Baines, and Professor Tancred-Sheriff then introduced the report of the Special Ad Hoc Committee. The report was based on analysis of a variety of documents and 20 interviews or consultations with individuals. Conclusions were drawn in the report with respect to the disputed election, and readers of it will also note that recommendations were made with respect to changing the terms of reference for the SWC and some election procedures. The report concluded with recommendations for the continued functioning of the SWC.

The Special Ad Hoc Committee's report was the subject of extended debate, and its recommendations were not moved. Together with the two notices of motion from the October meeting and a motion re-affirming the original May election, a series of motions proposed by the Executive were also the subject of considerable debate.

See "Status", page 10

## Le comité du statut de la femme et le Conseil

Lors de l'assemblée de février 1990, les membres du Conseil ont consacré plus de six heures à l'étude d'un rapport relatif au Comité du statut de la femme. Voici le compte rendu des événements qui ont mené à cette longue discussion ainsi que les conclusions du débat. Le rapport sera reproduit au complet dans le prochain numéro du Bulletin.

Le rapport est l'oeuvre du Comité spécial chargé d'étudier la situation du Comité du statut de la femme. Mis sur pied en juillet 1989 par le Comité de direction, le comité avait pour mandat «d'étudier les circonstances entourant l'élection, lors de l'assemblée du Conseil en mai 1989, de la présidente du CSF, et de faire au Conseil les recommandations qu'ils jugent pertinentes». Le mandat du comité reflétait l'évolution de la situation au sein du Comité du statut de la femme (CSF) au sujet de l'élection de sa présidente à l'assemblée de mai 1989 du Conseil.

Avant l'élection, les candidatures de Mmes Lorelei Cederstrom (Brandon) et Jane Gordon (Mount Saint Vincent) avaient été posées à la présidence du comité. Mme Gordon terminait son mandat à titre de présidente du comité et Mme Cederstrom en était membre. Une majorité des membres du comité avait recommandé à l'assemblée du Conseil de mai l'élection de Mme Cederstrom à la présidence. Le Conseil a cependant élu Mme Gordon à ce

poste.

Peu de temps après l'assemblée de mai 1989 du Conseil, Mme Cederstrom a mis en doute l'équité de l'élection et a écrit au Comité des élections et résolutions de l'ACPU pour qu'il déclare le poste vacant. Après avoir consulté les autres membres du Comité des élections et résolutions, le président lui a répondu qu'il n'était pas possible de se conformer à la requête de Mme Cederstrom.

Avec l'accord du Comité de direction, la présidente de l'ACPU a écrit à toutes les membres du CSF en juin, y compris à la présidente, et leur a proposé la possibilité de tenir au moins la première partie de la réunion avec l'aide d'une tierce personne. Les membres n'ont pas respecté la suggestion à la réunion. Une majorité des membres a plutôt adopté une motion demandant au Conseil de respecter la recommandation antérieure voulant Mme Cederstrom comme présidente du CSF ainsi que des motions reportant à plus tard tous les autres points à l'ordre du jour, y compris l'organisation de l'atelier du CSF prévu en octobre 1990.

À la lumière de cette situation, le Comité de direction a mis sur pied, lors de sa réunion de juillet, un comité spécial qui serait chargé de conseiller le Conseil. Il se composait des personnes suivantes: Mme Janet Baldwin (faculté de droit, Université du Manitoba), Ar-

chie Malloch (à la retraite, département d'anglais, Université McGill) et Mme Petra Tancred-Sheriff (département de sociologie, Université McMaster).

Le Comité spécial a formulé des recommandations sur le fonctionnement intérimaire du CSF dans son rapport préliminaire présenté à l'assemblée d'octobre 1989. Voici ses recommandations dans la version modifiée par le Conseil:

1) QUE d'ici l'assemblée de février du Conseil, le Comité du statut de la femme existant reprenne ses rencontres le plus tôt possible, présidées par une personne choisie par le comité spécial, acceptable à toutes les membres présentement élues du Comité du statut de la femme, y compris sa présidente actuelle.

2) QUE d'ici l'assemblée de février du Conseil, les liens entre le Comité du statut de la femme et le Comité de direction et le Conseil soient assurés par l'intermédiaire d'une présidente intérimaire plutôt que par la présidente du Comité.

À l'assemblée d'octobre, des délégués du Conseil ont soumis deux avis de motion distincts à étudier en février. Ces motions sont également reproduites plus loin dans le présent article: l'une aurait eu pour effet de destituer l'actuelle présidente, Mme Gordon, au profit de Mme Cederstrom, et l'autre de rappeler toutes les membres du comité, si celui-ci avait été inefficace malgré l'entente in-

térimaire mise en oeuvre en octobre.

À la fin de novembre, Mme Bev Baines (faculté de droit, Université Queen's) a été confirmée dans son poste de présidente intérimaire du CSF et le comité au complet s'est réuni sous sa direction les 12 et 13 janvier 1990. Une bonne partie de la réunion a porté sur la planification d'un nouveau programme pour l'atelier qui devait avoir lieu en avril 1990 à la place de l'atelier d'octobre qui avait été remis.

Mme Baines a fait le compte rendu de la réunion à l'assemblée de février du Conseil et Mme Tancred-Sheriff a ensuite présenté le rapport du comité spécial. Le rapport se fondait sur l'analyse de divers documents et de 20 entrevues ou consultations. Le rapport tire des conclusions sur l'élection litigieuse. Les lecteurs remarqueront aussi les recommandations visant à modifier le mandat du Comité du statut de la femme et certaines procédures d'élection. Le rapport recommande, en conclusion, le maintien des activités du CSF.

Le rapport du comité spécial a fait l'objet d'un long débat et le Conseil n'a pas proposé ses recommandations. En plus des deux avis de motion de l'assemblée d'octobre et d'une motion confirmant l'élection de mai, une série de motions proposées par le Comité de

Voir "statut", à la page 10



**Status****Continued from page 9**

All of these were either defeated or withdrawn and were as follows:

1. **MAIN MOTION:** THAT Council receive the report of the Special Ad Hoc Committee re: Status of Women.

**CARRIED**

Council thanked the members of the Ad Hoc Committee for all the work which they had done on this matter on a volunteer basis.

2. **MAIN MOTION:** THAT all the members of the Status of Women Committee, including the Chair, be recalled and a new election called.

**AMENDMENT:** THAT the word "all" be deleted, and the words "including the Chair" be replaced with "excluding the Chair".

**DEFEATED**

The question was called on the main motion and

**DEFEATED**

3. **MAIN MOTION:** THAT Council reaffirm its appointment of Professor Gordon as Chair of the Status of Women Committee.

**DEFEATED**

4. **WITH COUNCIL'S AGREEMENT, THE FOLLOWING NOTICE OF MOTION WAS WITHDRAWN:**

WHEREAS The Status of Women Committee sent forward to the May 12-14 meeting of Council its considered and unanimous recommendation of Dr. L. Cederstrom as the next Chair of the Status of Women Committee;

AND WHEREAS Council proceeded to elect Dr. Jane Gordon as the next Chair of the Status of Women Committee;

AND WHEREAS Council may not have appreciated the results of electing as Chair a candidate other than the one unanimously selected by the Status of Women Committee; THEREFORE, BE IT MOVED THAT Council remove Dr. Jane Gordon from this office and declare the candidate selected by the Committee as its Chair.

5. **NOTICE OF MOTION TO MAY 1990 COUNCIL:**

THAT the Status of Women Committee terms of reference be amended as follows:

(a)Section 3(g) be changed to read: Procedures (a) to (c) shall apply to the election of a person to chair the committee, except that the Committee shall submit to Council a short list of one or more nominees acceptable to the Committee. Council shall elect from the short list but may instruct the Committee to enlarge the short list.

(b)Section 2(a)i) be changed to read: The Committee shall be composed of six elected members, including the Person Chairing. Each member, including the Person Chairing, shall be elected to a three-year term of membership on the Committee.

(c)Section 2(a)iii) be changed to read: The term for the position of Person Chairing shall be for two years. A member of the Committee may not serve as the Person Chairing for

more than two successive terms, or for more than a total of four successive years.

(d)Section 2(a)iv) be changed to read: Members, including the Person Chairing, may not serve for more than two successive terms, and no member, including the Person Chairing, may serve for more than a total of six successive years.

(e)Section 2(a)v) be added to read: The President shall be an *ex officio* voting member of the Committee. The Executive Secretary or the Executive Secretary's designate is an *ex officio* non-voting member of the Committee.

6. **MAIN MOTION:** THAT Council, in principle, endorse the changes to the Status of Women Committee terms of reference outlined in the Executive's notice of motion. This endorsement does not preclude amendments to the notice of motion that are consistent with it.

**AMENDMENT:** THAT an ad hoc committee be established to examine the terms of reference of the Status of Women Committee and to make recommendations to the May 1990 Council meeting. The said ad hoc committee shall consist of:

(1)two former members of the Status of Women Committee to be selected by the Executive, and

(2)the staff member responsible for the Status of Women Committee, who shall serve as an *ex officio* non-voting member.

**WITHDRAWN:** with Council's agreement

The question was again called on the motion to endorse, in principle, the proposed amendments to the terms of reference of the Status of Women Committee, and

**DEFEATED**

7. **MAIN MOTION:** THAT for the purposes of transition from the present terms of reference to the proposed new terms of reference, the proposed new terms of reference would be deemed to be retroactive to the time at which this motion is given, the provisions of the new sections 2(a)iii) and 2(a)iv) would be applied to the current membership of the Committee, and any vacancies in the members of the Committee, including the Chair, whether resulting from the application of these provisions or otherwise, would be filled according to the new terms of reference after their adoption by Council.

**WITHDRAWN:** with Council's agreement

The motion adopted by a two-thirds majority vote of Council was as follows, (readers are asked to note that all of these motions are taken from the draft minutes of the February Council meeting; these minutes have not yet been approved by Council):

1. **MAIN MOTION:** THAT Council declare its decision to dissolve the existing Status of Women Committee at the time of the May 1990 Council, and to immediately constitute a new Committee with revised terms of reference; and

THAT the presently existing Com-

mittee be requested to continue the planning and execution of the April Workshop on violence against women; and

THAT a Special Advisory Committee be elected immediately by Council, to consist of three persons, with the following terms of reference: (a)to receive all nominations for positions on the reconstructed Status of Women Committee, and make recommendations to May Council with respect to the election of members and of the Chair of the Committee; and

(b)to prepare, in consultation with the Elections and Resolutions Committee, revised terms of reference for the Status of Women Committee, to be distributed to Council with sufficient notice to enable their adoption at the May 1990 Council.

AND THAT the nomination deadline for candidates for the Status of Women Committee be extended to April 15, 1990.

**CARRIED**  
(2/3 majority)

2. **MAIN MOTION:** THAT Council express its gratitude to the Interim Convenor of the Status of Women Committee and ask that she continue

as such until the Council meeting in May 1990.

**CARRIED**

3. **NOTICE OF MOTION TO MAY 1990 COUNCIL:** THAT Article 12.2 of the General By-law be amended to read:

The Executive Committee shall consist of the President, the Past-President, the Vice-President, the Treasurer . . . \* and . . . \* four members elected by and from Council.

AND THAT this motion be put before Council before the consideration of the Terms of Reference of the Status of Women Committee.

Following adoption of the first of these three motions, Professor Gordon tendered her resignation as chair of the SWC, effective at the end of the Council meeting. Other members of the SWC advised the Professor Baines that they, too, would be submitting their resignations. As a result, the Executive decided on February 26 that it was necessary to advise that the workshop planned for April had been postponed.

Comments provided after the Council meeting by Professor Cederstrom appear elsewhere in this issue; Professor Gordon declined an invitation to comment.

## Annual National Conference on Law and Higher Education

In January I attended a conference sponsored by the Stetson University College of Law and the U.S. National Association of College and University Attorneys. This was the eleventh year for their Annual National Conference on Law and Higher Education.

As is the case with many conferences that have run annually for a number of years, this conference was both well organized and well attended. After the plenary sessions on the first day, the second and third days were made up of split sessions with two, and occasionally three, different topics being addressed at the same time.

The law being discussed was uniformly that of the United States. Two things struck me: first, American universities and American society seem to be much more heavily regulated than Canadian, but secondly, the policy issues being addressed are very similar. If there is any truth to the adage that legal developments in Canada follow a few years behind those in the U.S., there are interesting times ahead for both lawyers and academics.

I will make no attempt to outline in any detail the issues addressed in the conference. The first morning was largely devoted to issues related to the media. Following a provocative discussion of the relationship between the media and higher education (generally addressing the perception of unnecessary and unwise secrecy in higher education) there was a session on tips for dealing with the media in situations involving law suits or other legal problems on the campus.

In the afternoon there was a major session on the limits of free speech on

the campus. The U.S. Supreme Court in a 1989 decision (*Texas vs. Johnson*) addressed limitations on freedom of speech in the context of burning the U.S. flag. In addition, a number of universities have promulgated policy statements on racial harassment and some of these are being attacked as restrictions on free speech.

The split sessions addressed a variety of interesting topics. In this report I can only briefly outline them. One session focussed on drugs in the university workplace - tobacco, alcohol and illegal drugs. A second addressed current legal issues regarding foreign nationals on campus, a matter which was particularly topical due to the 1989 events in China. Another session was a medical liability update - particularly dealing with AIDS. The higher education community in the U.S. seems to be very involved in the AIDS issue. Another session addressed legal issues flowing from campus child care arrangements - both in the context of day care as an employee benefit and the issue of possible liability and how to manage that risk. There was a session on campus security, a session on ethical issues for both attorneys and administrators, and a session on the Equal Employment Opportunity Commission and affirmative action.

As a sports fan I would have liked to have attended the session Updating Intercollegiate Athletics. The program indicated there would be a discussion of negotiating contracts for coaches and also on the student vs. athlete debate.



# Statut

## Suite de la page 9

direction a aussi fait l'objet d'un débat considérable. Toutes ces motions ont soit été rejetées, soit retirées. Les voici:

1. **MOTION PRINCIPALE:** QUE le Conseil reçoive le rapport du Comité spécial chargé d'étudier la situation du Comité du statut de la femme.

### ADOPTÉE

Le conseil remercie les membres du Comité spécial pour tout le travail qu'ils ont accompli bénévolement à ce sujet.

2. **MOTION PRINCIPALE:** QUE tous les membres du Comité du statut de la femme, y compris la présidente, soient rappelés et qu'une nouvelle élection ait lieu.

**MODIFICATION:** QUE le mot "tous" soit supprimé et que les mots "y compris la présidente" soient remplacés par les mots "à l'exclusion de la présidente".

### REJETÉE

La motion principale est mise aux voix et est

### REJETÉE

3. **MOTION PRINCIPALE:** QUE le Conseil confirme la nomination de Mme Gordon au poste de présidente du Comité du statut de la femme.

### REJETÉE

4. Avec l'assentiment du Conseil, l'avis de motion suivant est retiré:

**ATTENDU** QUE le Comité du statut de la femme a envoyé à l'assemblée du Conseil, tenue du 12 au 14 avril, une recommandation unanime et réfléchie privilégiant Mme L. Cederstrom comme prochaine présidente du Comité du statut de la femme;

**ET ATTENDU** QUE le Conseil a élu Mme J. Gordon au poste de présidente du Comité du statut de la femme;

**ET ATTENDU** QUE le Conseil a pu ne pas mesurer les effets de l'élection à la présidence d'une autre candidate que celle choisie à l'unanimité par le Comité du statut de la femme; **PAR CONSÉQUENT, QU'IL SOIT RÉSOLU** QUE le Conseil destitue Mme Jane Gordon au profit de la candidate choisie par le Comité du statut de la femme comme présidente.

5. **AVIS DE MOTION POUR L'ASSEMBLÉE DU CONSEIL DE MAI 1990**

Que le mandat du Comité du statut de la femme soit ainsi modifié:

(a) Que le paragraphe 3(g) soit modifié ainsi:

Les méthodes de (a) à (e) s'appliquent à l'élection à la présidence du comité, sauf que le comité soumet au Conseil une liste abrégée de un(e) ou plusieurs candidat(e)s acceptables au comité. Le Conseil élit la présidente ou le président à partir de cette liste mais peut demander au comité de l'augmenter.

(b) Que le paragraphe 2(a)i) soit modifié ainsi:

Le comité se compose de six membres élus, y compris la présidente ou le président. Chaque membre, y compris la présidente ou le président, est élu pour siéger au comité pendant un mandat de trois ans.

(c) Que le paragraphe 2(a)iii) soit modifié ainsi:

Le mandat de la présidence est de deux ans. Un membre du comité ne peut siéger à la présidence pendant plus de deux mandats successifs ou pendant plus de quatre années successives au total.

(d) Que le paragraphe 2(a)iv) soit modifié ainsi:

Les membres, y compris la présidente ou le président, ne peuvent pas siéger pendant plus de deux mandats successifs et aucun membre, y compris la présidente ou le président, ne peut siéger pendant plus de six années successives au total.

(e) Que le paragraphe 2(a)v) soit modifié ainsi:

La présidente ou le président est un membre d'office votant du comité. Le ou la secrétaire général(e) ou la personne désignée pour le ou la remplacer est un membre d'office du comité n'ayant pas droit de vote.

6. **MOTION PRINCIPALE:** QUE le Conseil, en principe, adopte les modifications apportées au mandat du Comité du statut de la femme énoncées dans l'avis de motion du Comité de direction. Cette adoption n'exclut pas les modifications à l'avis de motion qui y sont conformes.

**MODIFICATION:** QUE soit créé un comité spécial chargé d'examiner le mandat du Comité du statut de la femme et de faire des recommandations à l'assemblée de mai 1990 du Conseil. Ledit comité spécial est formé de:

- (1) deux anciens membres du Comité du statut de la femme que le Comité de direction choisira, et
- (2) de l'employé(e) de l'ACPU responsable du Comité du statut de la femme, qui y siégera en tant que membre d'office n'ayant pas le droit de vote.

**RETIRÉE:** avec l'assentiment du Conseil

La motion est de nouveau mise aux voix dans le but d'endosser, en principe, les modifications proposées au mandat du Comité du statut de la femme, et est

### REJETÉE

7. **MOTION PRINCIPALE:** QUE, aux fins de la transition du présent mandat au nouveau mandat proposé, celui-ci serait réputé rétroactif au moment où le présent avis de motion est donné, les dispositions des nouveaux articles 2(a)iii et 2(a)iv seraient appliquées aux membres actuels du comité et les vacances au sein du comité, y compris la présidence, découlant ou non de l'application desdites dispositions ou autrement, seraient pourvues en vertu du nouveau mandat après son adoption par le Conseil.

**RETIRÉE:** avec l'assentiment du Conseil

La motion adoptée par la majorité des deux tiers du Conseil se lit comme suit: (Nous faisons remarquer aux lecteurs que ces motions sont extraites du procès-verbal de l'assemblée de février du Conseil qui n'a pas encore été adopté.)

1. **MOTION PRINCIPALE:** QUE le Conseil déclare prise la décision de dissoudre le présent Comité du statut

de la femme au moment de l'assemblée de mai 1990 du Conseil et de former immédiatement un nouveau comité doté d'un mandat révisé; et

QUE le présent comité soit prié de poursuivre la planification et la réalisation de l'atelier sur la violence contre les femmes prévu en avril; et QU'un comité spécial consultatif, formé de trois personnes, soit immédiatement élu par le Conseil et qu'il soit doté du mandat suivant: (a) recevoir toutes les candidatures aux postes du nouveau Comité du statut de la femme et formuler en mai des recommandations au Conseil quant à l'élection des membres et de la présidente du comité; et

(b) rédiger, en consultation avec le Comité des élections et résolutions, un mandat révisé pour le Comité du statut de la femme, qui devrait être distribué au Conseil selon un préavis suffisant lui permettant d'être adopté à l'assemblée de mai 1990 du Conseil. ET QUE l'échéance des mises en candidature aux postes du Comité du statut de la femme soit prolongée jusqu'au 15 avril 1990.

### ADOPTÉE

(A la majorité des 2/3)

2. **MOTION PRINCIPALE:** QUE le Conseil exprime sa gratitude envers

la présidente intérimaire du Comité du statut de la femme et lui demande de poursuivre son mandat jusqu'à l'assemblée de mai 1990 du Conseil.

### ADOPTÉE

3. **AVIS DE MOTION POUR LE CONSEIL DE MAI 1990:** QUE le paragraphe 12.2 des Statuts généraux soit ainsi modifié:

Le Comité de direction se compose du président, du président sortant, du vice-président, du trésorier... et... de quatre membres du Conseil élus par ce dernier.

ET QUE cette motion soit soumise au Conseil avant l'étude du mandat du Comité du statut de la femme.

Après l'adoption de cette motion, Mme Gordon a remis sa démission à titre de présidente du CSF, laquelle prenait effet à la fin de l'assemblée du Conseil. D'autres membres du CSF ont informé Mme Baines qu'elles allaient, elles aussi, remettre leur démission. En conséquence, le Comité de direction a décidé, le 26 février, qu'il était nécessaire de faire savoir que l'atelier prévu en avril était reporté à plus tard.

Les commentaires de Mme Cederstrom, formulés après l'assemblée du Conseil, sont reproduits dans le présent numéro. Mme Gordon a refusé l'invitation d'exprimer son point de vue.

## Wilfrid Laurier reach agreement

The Wilfrid Laurier University Faculty Association (WLUFA) reached a first collective agreement with the University's Board of Governors in the early morning hours of March 1st, 1990. The contract starts March 1st, 1990 and ends June 30, 1993 and covers both faculty and librarians. As a first contract, it was very important to address the non-monetary issues and get the best possible language. Here are some of the highlights of the contract. The Association negotiated unfettered rights to grieve every aspect of the agreement.

Sabbatical leaves were negotiated for both faculty and librarians. Faculty get 12 months leave after 6 years at 80% of salary; or 6 months leave after 6 years at 100% salary, or 6 months leave after 3 years at 80% of salary. Librarians get 6 months leave after 6 years at 80%.

A joint teaching workload committee has been established to recommend appropriate corrections to the present inequities that exist, and the university agrees to rectify them in the first year of the contract.

Women issues were addressed significantly. The parties recognize that measures are needed to promote equity in the employment of women. The university will appoint an employment equity coordinator. Language on sexual harassment was negotiated in the contract, and sexual harassment was defined in accordance with CAUT guidelines. The university also agreed to establish, in consultation with the Association, and within three months of ratification of the agreement, a sexual harassment policy and appropriate procedures to enforce it.

force it.

The salary package was the last thing settled. Here are some of its important features:

- 1988: 8% + merit (\$500 per faculty)
- 1989: 8% + SCDI (special career development adjustment of \$1,375 + merit (\$500 per faculty))
- 1990: 5% + SCDA of \$1,440 + CDI of \$1,600 (\$1,493 for librarians) (approximately 4.5%)
- 1991: 5% + CDI of \$1,686 (\$1,567 for librarians) 4.5%
- 1992: 5% + CDI of \$1,771 (\$1,645 for librarians) 4.5%

\*plus one-half of the Consumer Price Index for Ontario above 5% to a maximum of 6

The Faculty Association had a campaign button related to salaries asking for "Parity Now" and this scheme makes salaries at Wilfrid Laurier comparable by rank with other similar Ontario universities.

Promotion and tenure for faculty and librarians was agreed to. The article ensures members access to all relevant information, access to the recommendation, and reasons of decision, and the numerical record of the vote.

WLUFA had very good turnout at the general meeting for the ratification vote. Of 277 members in the bargaining unit, 206 attended, of those 192 voted in favour of ratification, 13 against.

Congratulations to the Association for their perseverance and good work!

Hélène Bibeault



# Coopérative de négociation collective

Notes sur la 8e réunion du Bureau de direction le 9 février 1990

La 8e réunion du Bureau de direction de la Coopérative de négociation collective de l'ACPU visait à mieux définir les services que la Coopérative peut fournir à ses membres. L'arrivée de Maureen Kilgour, une personne très qualifiée qui s'exprime bien, au poste d'agent de négociation collective responsable de la rémunération, va compléter les compétences de Hélène Bibeault et permettre à la Coopérative de s'occuper de nombre des besoins ressentis par les membres en matière de rémunération.

Le CPPP a estimé qu'il était essentiel de fournir à nos membres l'occasion de pouvoir parler de leurs besoins dans des services précis. Grâce à notre personnel actuel, nous croyons qu'il sera possible de s'occuper des besoins de la plupart des associations mais il est essentiel que le CPPP soit informé de leur point de vue. La représentante de l'association de l'Université de Calgary a fait une contribution importante en invoquant la nécessité de s'occuper sérieusement de la négociation et de se préparer à créer des services qui permettraient aux négociateurs des professeurs d'être efficaces à la table de négociation. Le CPPP s'est penché sur certaines des préoccupations de cette association en recommandant de modifier la structure des cotisations. Nos membres ont for-

mulé d'autres commentaires après la présentation, par nos employés, des possibilités de la Coopérative, et lors d'une table ronde sur les besoins des membres ainsi que sur les progrès accomplis dans tout le Canada au chapitre de la négociation.

Tant les membres que les non-membres ont bien accueilli les efforts que nous déployons pour être mieux informés des besoins de nos membres au moyen de visites aux associations membres. De nombreuses associations ont invité des membres du CPPP à visiter leur université. Nous sommes donc en train de planifier plusieurs visites à des associations ou à assister à des réunions de comités de direction. Nous espérons que, grâce à ces échanges, nous pourrions offrir de meilleurs services à des coûts acceptables à toutes les associations.

D'après des échos de services rendus récemment et des discussions avec des directeurs, une grande confusion semble régner quant à la façon de demander des services précis et de les obtenir. Cette confusion prévaut à notre bureau, lorsque les agentes sont affectées à une tâche, et dans les associations, lorsque des demandes d'aide sont formulées. La situation est particulièrement confuse lorsqu'il est question de rétribuer les services fournis. Nous espérons éclaircir les procédures de prestation de services au

cours des prochains mois à mesure que les associations collaboreront plus étroitement avec le personnel de la Coopérative, soit Hélène Bibeault, Maureen Kilgour et Christiane Tardif-Dulude.

Si l'on se fie au taux de participation à l'atelier sur la tâche, il ne fait pas de doute que les membres trouvent ces activités utiles. L'organisateur de l'atelier sur la tâche, Richard McGaw, en fait un compte rendu dans un autre article du présent numéro. Je puis toutefois affirmer qu'il a remporté un vif succès et que plus de 60 personnes y ont assisté.

On jugera l'efficacité de la Coopérative par son aptitude à s'adapter aux besoins changeants des diverses associations à travers le pays. Afin d'avoir la souplesse nécessaire pour répondre à une gamme de besoins qui évoluent constamment, il faut que la Coopérative se dote de statuts qui permettent cette souplesse. Le CPPP a l'intention de se pencher sur nos statuts et nos règlements actuels pour déterminer s'ils conviennent aux besoins de l'organisme. S'il constate qu'ils sont insuffisants, le CPPP proposera des modifications qui nous permettront de fonctionner efficacement. Bien que le CPPP ne soit pas intéressé à passer beaucoup de temps dans des disputes au sujet des statuts, nous croyons toutefois

important de travailler dans le cadre restreint d'un code énonçant des procédures que nos membres peuvent comprendre. Les statuts et les règlements actuels nous semblent trop rigides et complexes, ce qui rend la tâche difficile au personnel tandis qu'il s'efforce de répondre aux besoins changeants.

La 8e réunion du Conseil de direction a donné l'occasion aux associations membres d'échanger des points de vue et d'exprimer des besoins qu'elles ressentent depuis longtemps. Le CPPP souhaitait avoir un échange aussi sincère de points de vue et l'occasion de tracer les grandes lignes de certains de nos projets. L'arrivée d'une nouvelle employée pour fournir les services dont nous avons besoin a été bien accueillie et devrait améliorer l'appui que la Coopérative reçoit. Dans l'ensemble, nous avons assisté à une réunion productive de personnes qui considèrent leur temps comme précieux et la négociation collective comme le moyen le plus efficace d'amener la collectivité à reconnaître la valeur de leurs services. Nous attendons avec impatience la prochaine occasion d'échanger des points de vue sur la meilleure façon de satisfaire les besoins de nos membres.

**Ted Humphreys**  
président

## Collective bargaining cooperative

Notes on the 8th meeting of the Board of Directors: 2/9/90

The 8th meeting of the Board of Directors of the CAUT Collective Bargaining Cooperative aimed at better defining the services that the Coop is able to provide to its members. The addition of Maureen Kilgour, a highly qualified and articulate collective bargaining officer (compensation), to our staff to complement the capabilities of Hélène Bibeault, permits the Coop to address many of the needs for compensation services that have been felt by Coop members.

The PPPC has felt that it was essential to provide an opportunity where members would be able to talk about their needs for specific services. With our present staff, we believe it is possible to address most association needs but it is essential that the PPPC be informed of association views. Calgary made a significant contribution with a plea to take bargaining seriously and to be prepared to mount services that would permit faculty negotiators to be effective at the table. Some of Calgary's concerns were addressed with recommendations for an amended fee structure. Further input from our members followed a presentation of Coop capabilities by our professional staff and through a roundtable discussion of member needs and the progress being

made in negotiations across Canada.

Our attempts at becoming better informed of member needs through visits to member-associations, has been well received by both members and non-members. A number of associations have invited members of the PPPC to visit their campuses. Several visits to association or executive meetings are now in the planning stage. We hope that these exchanges will permit us to provide better services and to provide them at costs that are acceptable to all associations.

Recent delivery of services and discussions with Directors revealed considerable confusion as to how specific services are requested and obtained. This creates confusion both in our office when staff officers are assigned, and in the associations when requests for assistance are made. Confusion is particularly difficult when payment for service is involved. We hope to clarify service delivery procedures over the next few months as associations work more closely with the Coop staff, Hélène Bibeault, Maureen Kilgour, and Christiane Tardif-Dulude.

It is apparent from the attendance at the Workload Workshop and from the registrations for the Grievance Officers Conference that members find these to

be useful activities. The one-day Workload Workshop is reported by its organizer Richard McGaw in another article in this *Bulletin*, but I can say it was a great success with over 60 persons attending.

The effectiveness of the Coop will be judged on its ability to adapt to the changing needs of the various associations across Canada. In order to permit the flexibility that is needed to respond to a variety of changing needs, the Cooperative requires a constitution with by-laws that permit flexibility. It is the intention of PPPC to examine our present constitution/by-laws to determine whether they are appropriate to the needs of the organization, and if they are found wanting to propose changes that will permit us to function effectively. While PPPC is not interested in spending a lot of valuable time in constitutional wrangling, we do believe it is important to work within constitutional constraints and to have codified processes and procedures that our members can understand. The present constitution and its by-laws appear to be overly rigid and complex, and made it difficult for the staff to function while they respond to changing needs.

The 8th meeting of the Board of Directors provided a set of opportunities for member associations to exchange

viewpoints and to express long felt needs. The PPPC had hoped for such a candid exchange of view and for an opportunity to outline some of our plans. The addition of a new staff officer to provide the services that we have lacked, was well received and should enhance the support that the Coop is receiving. On the whole, this was a productive meeting of those who value their time and who see collective bargaining as the most effective way to have the community come to recognize the value of their services. We look forward to the next opportunity to exchange views on how best to meet the needs of our members.

**Ted Humphreys**  
Chairperson

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## Caut collective bargaining cooperative workload workshop report

The CAUT Collective Bargaining Cooperative sponsored a one day workshop on workload issues in Ottawa on February 8, with six guest speakers and attended by over sixty participants. Issues discussed ranged from negotiating workload provisions to the public image of workload in universities.

Brian Hayman of Reacon Management Consultants and an author of the Hay Report in Ontario spoke about the public perception of workload in universities. Because most of the public associate the work of a professor with teaching, it makes it difficult for the public to understand the concepts of academic freedom and tenure. Sabbaticals and pay levels also do not seem appropriate when the job is viewed in this context. In evaluating the workload of faculty it was found that half of the value of the job came from research and scholarship and that there was also a significant management component in dealing with resources and people. In other words, faculty do much more than teach and Hayman contended that if we could educate the public on the nature of our work there would be a greater understanding of the role of faculty.

Claude-Henri Nadeau, chief negotiator for the union at the "Université du Québec à Montréal", discussed the difficulties that they were facing in negotiating workload provisions. The management at UQAM had been at-

tempting to negotiate an increased teaching load for those whom they regard as not doing enough research. The union vigorously resisted this notion as "teaching as punishment". For its part the union has been trying to broaden the specification of workload so that the board of the university will have a better understanding of the job of a professor. For example, the union wants to include thesis supervision by assigning it 1.25 credit hours per student in an overall annual load of 12 credit hours.

Andrew Pope, University of New Brunswick, outlined the difficulties of quantifying and comparing workloads of librarians. Workloads may be either prescriptive (service oriented) or discretionary (specific projects). In attempting to quantify the workload there are five possible measures: demographic measures such as students per librarian; time spent on the job; library statistics such as circulation; time in motion studies; or peer review and assessment. Because these measures give different kinds of information, the goal of a workload investigation must be clearly specified before the appropriate measures can be chosen.

Sheldon Levy, Vice-President (Institutional Affairs), York University, provided a management perspective on the interrelationship between university financing and workload. The central

point of this presentation was that while university revenues grow at about the rate of inflation expenses have exceeded that growth rate. The squeeze then shows up as deficits, an attempt to hold down salaries, reduction of other expenses, an attempt to increase revenue, or combinations of these. Increasing workload is one of the simplest methods of combatting this revenue squeeze, by increasing the number of students without a corresponding increase in faculty. To avoid this we will have to either increase revenues or look at different ways of delivering our programs.

Marina Lessard, "Université du Québec à Chicoutimi" and a member of the Archambault Commission, spoke about the findings of the commission. The commission was set up because of financing problems in Quebec universities and there was a perception that this could be alleviated by increasing faculty workloads. The study found, however, that workloads in Quebec were comparable with those in the rest of the country. The major item of dissension in the commission was "modulation" or the variation of individual workloads. The Chair of the commission added this as a policy proposal out of context with the findings of the report and Lessard dissented from the report on this issue. A fear was expressed that budget-driven problems of the universities will lead universities to adopt a corporate

management philosophy and to undermine the collegial system.

Judy Wuest, University of New Brunswick, outlined a current study of workloads at UNB. This study started with a major data collection exercise involving internal and external surveys and direct interviews. While the study is not completed common themes have been found, such as: graduate teaching and supervision should be included in workload; the increased workload of the last decade has made it difficult to keep up with the growth of disciplines; and there are perceived inequities within the university. This case study may provide a model for other universities wishing to conduct workload reviews.

What emerged from the workshop is that workload is a complex issue and that progress or solutions do not lie entirely within the institution. In a survey of bargaining intentions conducted by the Cooperative, nearly half of the early replies have indicated that workload will be a bargaining issue in the next round of negotiations. We need to get the message across to the public, to boards, and to governments that we have been stretched to the limit in the past ten years. If the quality of education is to be maintained and improved all interested parties will have to be involved.

Richard McGaw

## Potential for cooperation between the University of El Salvador (UES) and Canadian Universities

The University of El Salvador, during its 149 years of existence, has always been identified with the cultural, scientific and technological needs of the majority of the Salvadorean people. Because of this, its student, teaching, administrative and support staff members have been victims of abuse from the military regimes. The autonomy of the university, protected by the 1982 constitution, has been repeatedly violated. The university campus has suffered extended periods of military occupation. The freezing of the budget allocated to the university has left it with half the funds needed for its annual operation. This process has seriously deteriorated the academic activities injuring the intellectual life of its more than three thousand faculty members and thirty-eight thousand students. One of the best universities in Latin America is, therefore, struggling to survive. This has not impeded the UES to become a leader in the search for a new relationship between university and society. The outcome of this struggle will have a decisive impact on the future of science and technology in E.S. In today's world, such fate, decides the development potential of any human society.

As a response to this dramatic situation, the UES has made it one of its main priorities to develop wide ranging

international relations in order to procure support and cooperation for its reconstruction. This was the reason that inspired the relationship with Canada. The relationship with Canadian universities started around three years ago, when we started cooperating with the University of Ottawa, McMaster and UQUAM. Previously, in 1984, various Canadian universities collected books to donate them to the UES. Since October 1989, the relationship has developed at an accelerated rhythm, mushrooming into a wide variety of scientific issues with 20 Canadian universities since the last Inter-American Universities meeting in Canada. The Rector and the Secretary of International Relationships of UES attended this meeting and visited Montreal, Ottawa, Toronto, McMaster and other major centres. They started relationships for the UES with major research and development organizations in Canada, all offering them a most warm and concrete response. The Salvadorean General Secretary of the University was also recently in Canada. Mr. Armando Herrea, Secretary of International Relationships for UES, has recently been in Canada, with the objective of concluding the agreements reached during their last trip and signing a series of emergency projects to heal the sufferings of war. There is a clearly defined need for a UES office in Canada

to coordinate between short term emergency projects and the long-term academic engagements for the planning of social reconstruction. This will be a autonomous institution of the UES to coordinate the relationship of UES in Canada. The Autonomy and the funding of UES is guaranteed by the 1982 constitution and this university is a voting member of the "Confederacion Universitaria Centroamericana" (CSUCA), intellectual nerve of the processes of integration in Central America. Canadian academics have also visited El Salvador and published their findings. An agreement in principle has already been signed with McGill University by UES to specify their cooperation.

The main forthcoming event, to which the UES invites the Canadian academic authorities and faculty, will be the Second International Conference in Support of the UES, that will take place in San Salvador the 25th of April, of this year. The objective of this conference is to obtain academic and economic cooperation and moral support for the UES. This event is sponsored by CSUCA (Supreme Council of Central American Universities), and many other international L.A., N.A. and European organizations are already committed to participate. The cost of its realization will be US \$40,000.00, and financial contributions are always

welcomed. Since the Campus of the UES has recently been returned by the military to the elected authorities of the university, your support will effectively encourage its recovery.

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# Job action or strike action? What's your choice?

In the coming months, faculty associations across Canada will return to the bargaining table in order to negotiate improved contracts. As usual faculty negotiators will seek to settle issues and to obtain agreements through the preferred process of rational discussion and the presentation of thoughtful proposals or reasonable trade-offs. Even if their counterparts operate on similar principles, even the most rational faculty negotiators can fail and, despite the use of reasonable words, cannot prevent an impasse. As the impasse deepens, entrenchment occurs and faculty associations have to face the question what needs to be done to resolve the impasse? Should it be arbitration, job action or strike action?

Bargaining between Boards of Governors and faculty associations in order to obtain improved salaries, benefits and better working conditions is essentially a power struggle. Can the faculty negotiators 'convince' the Board to meet the reasonable and just demands of the faculty through rational argument (at first) and then through collective actions? In either case faculty associations are using pressure - power - to force - persuade - the Board to agree. The Board, on the other hand, seeks to keep the university functioning as usual and thereby pressuring the faculty to surrender (to come to terms, to accept the Board's terms). In addition each side in this power struggle seeks to mobilize such 'auxiliary forces' as students, the community and public opinion through the media, radio and newspapers. Faculty associations must very carefully consider not only which type of action - job or strike - best suits the local conditions but also which issues of the impasse are most suitable to obtain the support of these auxiliary forces. Of course in certain unfortunate cases existing provincial laws deprive faculty associations of this right to strike.

Before settling the matter of choice, let us first discuss what job action is. Usually, job action means a partial withdrawal of, or refusal to perform, 'normal' services by faculty members. For example, job action may involve the faculty's refusal to verify, correct or return student class lists, or similar records; to submit student grades; to read circulars, announcements and administrative memoranda; or it may involve the cancellation of all non-crucial academic activities such as student-faculty consultations, or the withdrawal/refusal by individual faculty to respond to routine public enquiries which utilize their member's specialized knowledge. Whereas this type of job action can be classified as 'negative', there exist on the other side a whole arsenal of job actions which might be called 'positive'. This type of job action is based on the principle of providing 'additional services' - of doing more than less. For example, take attendance at every class meeting and forward the result to the Administration; request written replies where previously a telephone response sufficed; respond to every memorandum and circular and offer your advice or critical commentary (use your creative imagination);

arrange old-fashioned 'teach-ins' or use a portion of your class time to keep students informed about the impasse-crisis. Frequent visits to the Deans, Vice-Presidents, President, Chancellor or Board Chair by faculty members could be organized in order to inform them about faculty views on how to solve the impasse-crisis. The distribution of buttons and bulletins to staff, students and campus visitors or to the general public also constitute job actions, as do letters to newspapers, politicians and Board members. Letter campaigns require coordination in order that the essential messages, rather than the highly personalized views, are communicated.

As part of job action, should faculty members attend Departmental, Faculty or Senate meetings? Since faculty has argued for a share in the governance of the universities over the last thirty years, it seems inappropriate to refuse attendance during a short-lived crisis. It is futile to distinguish between essential and non-essential meetings. Perhaps this question needs tackling from the job action perspective of doing 'more', especially since such gatherings can be utilized for *en masse* attendance and for the discussion of the impasse-crisis. Of course massive non-attendance at such functions as Convocation or Special Guest Visits will also exert great pressure and exhibit the faculty association's power in the struggle for an improved contract.

The range of job action is unlimited - only the ingenuity of the faculty and perhaps local conditions impose limits. However, before choosing job action, certain factors need consideration. If your association cannot engage in legal strike action, the administration may respond to job action by invoking disciplinary measures, charging negligence of duty. In order to be effective, one should engage only in that type of job action which is favoured by local circumstances. Select 'positive' rather than 'negative' action; be flexible; do more instead of less. Remember, the objective of job action is to exert pressure on the system, on the administration and on the Board of Governors without seeking a total shutdown but instead producing such side-effects as systemic plug-ups, disruptions, delays, postponements, cancellations - in short achieving the dysfunction of normal university services.

Instead of choosing job action, a faculty association may select strike action. Both job and strike action are legitimate weapons in the process of collective bargaining, the power struggle between two adversaries for a better contract. Strike action, unlike job action, seeks the total shutdown of the university's services, teaching and research activities. However, since strike action represents a massive demonstration of collective power, it is extremely important to consider very carefully the reasons for calling a strike, the issues to be resolved by this action, the impact upon staff and students and general public opinion. Furthermore, the faculty association must examine and assess its internal dynamics - will strike action

divide or unite the membership; and will the issues reinforce solidarity, the collective will or will it crumble under the mounting counterpressure from the opposition?

In addition to these complex considerations, successful strike action by a faculty association requires careful preparation, detailed planning and thorough organization covering a wide range of activities. First, concerning timing, does the strike call meet the provinces' legal requirements; how does the strike date fit into the university's events calendar of registration, start of classes, holidays and examination? Can an effective organizational structure be established and staffed quickly by committed faculty members who will manage both internal and external publicity, and who will organize such strike activities as picketing, picket sign production, picket line supply services (fire, food, drink, shelter, port-pots and transportation) and provide the association's regular services to the membership? This is not the place to enumerate the necessary details for the organization of a successful strike (please consult the CAUT-CBC *Manual on Legal Strike Action*), but a few general remarks on strike action are in order.

In selecting the strike weapon, academics are not doing anything unusual. Although not always called a 'strike', physicians, lawyers and judges, teachers, nurses, police officers, industrial workers and civil servants have used the strike weapon very successfully in their struggles for better salaries and working conditions. Academics, like these successful strikers, must free themselves from the popular misconceptions that strikes are costly and irresponsible adventures promoted by reckless union bosses against the public's interests. On the contrary, academics should be able to recognize that the use of the strike weapon has resulted in improvements in wages and salaries, benefits, holidays, pensions and work-

ing conditions. Strike action means progress!

Of course strike action is not a pleasant and polite affair. Strike action is economic warfare; it can be disruptive and hurt some interests.

But the strike weapon, like job action, is used only to break an impasse, to force the employer back to the negotiation table to accept the employees' fair and reasonable demands. Strike action is the final instrument of persuasion in the collective bargaining process. The strike weapon must be used with great care, not recklessly, because an unsuccessful strike not only demoralizes the membership but can also destroy the association. Any strike, just like job action, presents a potential for unforeseeable disasters and unexpected triumphs. Experienced unionists recognize the fact that strikes have their own dynamics, as Dennis McDermott said: "you never know what's going to happen!"

In choosing strike action academics merely decide to exercise a legitimate and fundamental right in order to reach a settlement of issues after rational and reasonable discussion through the collective bargaining process has failed. Regardless of what the single unresolved issues are, academics, selecting the strike weapon in their power struggle with the administration and the Board of Governors, are defending the academic values and interests of the university. At present it is the administration, the federal and provincial governments and, perhaps, the climate of opinion which force academics to negotiate in the market place, using its values and methods. By selecting either strike or job action academics are responding to the new circumstances. However, those who select arbitration, obviously prefer to let outsiders exercise control over the academy.

Ernest Zimmermann  
Lakehead University

## Annual Continued from page 10

Unfortunately it was paired with a session addressing recent cases of scientific fraud or scientific error. This was timely since there have been a number of cases in the U.S. in the last few years in which prominent researchers have been accused of falsifying data. The conference closed with three concurrent sessions of a fairly open nature on academic administrative affairs, students affairs or special concerns of two year institutions.

Running through the whole conference was a very great interest in the January 19, 1990 U.S. Supreme Court decision in *The University of Pennsylvania vs. Equal Employment Opportunity Commission*. That decision, addressing access to tenure files, was discussed in the February, 1990 CAUT Bulletin in the Academic Freedom and Tenure column. Also running through many sessions was a concern with what seems to be a proliferation of

discrimination and reverse discrimination cases. As an example, one participant indicated that his university was being sued by a WASP law professor who claimed his salary was discriminatorily low in comparison to a recently hired native American Indian law professor. The plaintiff asserts, so I understand, that the only reason for the difference in salary is the difference in race or ethnic origin. It would seem that the results of these reverse discrimination cases have been going both ways depending on the particular facts and the law under which they are decided.

For those interested, the next two conferences are scheduled for January 18-23, 1991 and January 31 - February 4, 1992, both in Clearwater Beach, Florida. This years conference was preceded by two more narrowly focused shorter conferences - one on Student Judicial Affairs and one on Student Financial Aid. It is the usual practice to have conferences on such topics prior to the main meeting.

Howard Snow



# The Librarians Committee

The Librarians Committee met in Ottawa March 16 and 17 to discuss a number of agenda items, among which was the inclusion of librarians in the CAUT Guidelines on Ethics. John Murchie presented a draft document on the subject, and the committee has forwarded the document to Allen Andrews, Chair of the Academic Freedom and Tenure Committee (AF&T) for consideration and comment. The committee discussed the revised draft of the Report on the Retirement Survey of Librarians, conducted by Ruth Leslie of the University of Windsor. Although the actual survey has been completed, the volatility of retirement policies within Canadian universities has necessitated the solicitation of additional data. For example, several universities have initiated unique time-limited incentive schemes (windows of opportunity), while earlier schemes of a similar nature have expired.

Marc Richard, the representative of the Librarians Committee on the Joint Committee studying Scholarly Journal Cutbacks, presented a progress report, which indicated that a preliminary report on the subject might be available by fall. This three-person committee includes one representative from each of the Librarians Committee, the AF&T Committee, and the Status of Women Committee. Eileen Goltz reported on the Librarians Caucus held at the

February Council. The caucus discussion, which was interesting, and at times very lively, centred on the inclusion of librarians in faculty contracts, and the situations which can develop during the process of negotiation.

There will be two vacancies on the Librarians Committee, when the terms of Carol Marley, and Eileen Goltz expire this spring. Therefore, the committee received and discussed the dossiers of those librarians whose associations had nominated them for positions on the committee. A decision concerning the ranking of these candidates will be taken by the committee during a conference call April 5. All dossiers received will then be submitted to the CAUT Council for consideration, along with the committee's recommendations, and its nomination for the new chair. The Librarians Committee is empowered only to nominate and recommend, elections are the prerogative of the CAUT Council.

The Pay Equity Plans being developed by Canadian universities are being monitored by the committee as they pertain to librarians, and as they become available. Copyright, as a continuing subject of discussion for the Librarians Committee, was on the agenda, and the committee duly noted the item. The committee briefly discussed the lobbying efforts, concerning the GST, of the CAUT, CLA, AUCC, and

CARL.

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## THE CONFERENCE

During the meeting, the committee dealt with some of the final preparations for the conference, *The Academic Partnership*, to be held at the Westin Hotel in Ottawa November 23-25, 1990. The registration fee for the conference will be kept at \$100.00 until October 15, and after that date will increase to \$125.00. There will also be a reduced registration fee in effect when two or more people from the same institution register for the conference. This multiple-registration fee will be \$75.00 for each registrant until October 15, and \$100.00 for each afterwards.

The Westin Hotel will provide accommodation for the conference at a cost of \$105.00 per night for either single or double occupancy. Therefore, it is possible for delegates to reduce their expenses by sharing a room. Direct indoor access from the Westin Hotel to the Rideau Centre (a large shopping mall), wherein there are many eating places, will provide conference attendees with alternatives to hotel dining. Also, conference kits, which will be distributed Friday evening and Saturday morning, will include a list of dining facilities within walking distance of the hotel, a map of the area within which the conference is being held, as well as abstracts of the presentations. Simultaneous translation

will be provided for the keynote address and for all plenary sessions. Coffee will be provided at convenient times throughout Saturday and Sunday.

Although a full conference programme will appear in the May issue of the CAUT Bulletin, some of the highlights, and a preliminary programme are presented herewith. The registration desk will be open from 6:00 to 8:00 p.m. Friday, November 23, and from 8:00 to 10:00 a.m. Saturday, November 24. The conference will begin Friday evening, at 8:00 o'clock with the keynote address, which will be followed by a cash bar and a reception. Plenary sessions will commence Saturday morning at 9:00 with Joy Bennett, of Concordia University, speaking on Workload. That will be followed by Ashley Thomson, of Laurentian University and Loren Singer, of Concordia, discussing Research. A two-hour lunch break will give those attending the conference an opportunity to relax from regular conference activities and investigate some of the many Ottawa dining experiences.

The format of the afternoon sessions will be somewhat different. There will be one plenary session on Evaluations, followed by three concurrent sessions featuring Retirement, Professional Development, and the Merging of

See "Librarians", page 18

# Chronique du Comité des bibliothécaires

Le Comité des bibliothécaires s'est réuni à Ottawa les 16 et 17 mars pour discuter d'un certain nombre de points, notamment l'inclusion des bibliothécaires dans les lignes directrices de l'ACPU sur l'éthique. John Murchie a soumis un document provisoire sur le sujet et le comité a transmis le document à Allen Andrews, président du Comité de la liberté universitaire et de la permanence de l'emploi, pour qu'il l'étudie et formule des commentaires. Le comité a discuté de la version révisée du rapport sur l'enquête relative à la retraite des bibliothécaires qu'a effectuée Ruth Leslie, de l'Université de Windsor. Bien que l'enquête soit terminée, il a fallu demander des données supplémentaires à cause des différences entre les politiques sur la retraite dans les universités canadiennes. Ainsi, plusieurs universités ont mis au point des programmes d'encouragement unique pendant une période limitée (période de privilège), alors que des programmes ultérieurs semblables sont échus.

Marc Richard, le représentant du Comité des bibliothécaires au comité mixte chargé d'étudier les réductions d'achat de revues savantes a présenté un rapport d'étape indiquant qu'un rapport préliminaire sur la question sera prêt d'ici l'automne. Le comité est composé de trois personnes représentant le Comité des bibliothécaires, le Comité de la liberté universitaire et de la permanence

de l'emploi et le Comité du statut de la femme. Eileen Goltz a fait un rapport sur le caucus des bibliothécaires à l'Assemblée du Conseil. La discussion, intéressante et parfois très animée, s'est attardée à l'inclusion des bibliothécaires dans les contrats de professeurs et aux situations qui peuvent se produire lors du processus de négociation.

Le Comité des bibliothécaires comptera deux postes vacants à l'échéance du mandat de Carole Marley et de Eileen Goltz au printemps. Par conséquent, le comité a reçu les dossiers des bibliothécaires proposés par leur association aux postes vacants et en a discuté. Le comité dressera une liste des candidats proposés par ordre de préférence lors d'une conférence téléphonique le 5 avril. Tous les dossiers reçus seront ensuite soumis au Conseil de l'ACPU pour qu'il les étudie ainsi que les recommandations du comité et la personne qu'il a choisie à la présidence. Le Comité des bibliothécaires n'a que le pouvoir de nommer et de recommander tandis que les élections sont la prérogative du Conseil de l'ACPU.

Le comité surveille les projets d'égalité salariale que mettent au point les universités canadiennes à mesure qu'ils s'appliquent aux bibliothécaires et à mesure qu'il sont offerts. Le droit d'auteur, un perpétuel sujet de discussion pour le Comité des bibliothécaires

était à l'ordre du jour et le comité en a dûment pris note. Le comité a brièvement discuté des efforts de lobbying de l'ACPU, de la CLA, de l'AUCC et de l'ABRC au sujet de la TPS.

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## LE COLLOQUE

Au cours de la réunion, le comité a discuté de certains des préparatifs finals du colloque, *La solidarité universitaire*, qui se tiendra à l'hôtel Westin à Ottawa, du 23 au 25 novembre 1990. Les droits d'inscription seront de 100 \$ jusqu'au 15 octobre et de 125 \$ après cette date. Si deux personnes ou plus d'un même établissement d'enseignement s'inscrivent au colloque, elles auront droit à une réduction des droits d'inscription. Ces droits multiples seront de 75 \$ par personne jusqu'au 15 octobre et de 100 \$ par personne après cette date.

Le prix d'une chambre simple ou double sera de 105 \$ par soir. Les délégués pourront réduire leurs dépenses en partageant une chambre. Il est possible de se rendre au Centre Rideau (un grand centre commercial) directement de l'hôtel et manger à l'un des nombreux casse-croûte et restaurants. Les délégués au colloque y trouveront une solution de rechange aux restaurants de l'hôtel. En outre, on distribuera le vendredi soir et le samedi matin des trousseaux contenant une liste des restaurants situés à quelques pas de l'hôtel, une carte du secteur où se tient le colloque ainsi qu'un

résumé des communications. L'interprétation simultanée sera assurée pour l'allocation principale et pour toutes les assemblées plénières. Le café sera servi aux moments appropriés le samedi et le dimanche.

Bien qu'un programme complet paraîtra dans le numéro de mai du Bulletin de l'ACPU, voici quelques uns des faits saillants et un programme préliminaire. Le comptoir d'inscription sera ouvert de 18 h à 20 h le vendredi 23 novembre et de 8 h à 10 h le samedi 24 novembre. Le colloque débutera le vendredi à 20 h par l'allocation principale et sera suivi d'une réception et d'un bar payant. Les séances plénières débuteront le samedi matin à 9 h avec Joy Bennett, de l'Université Concordia, qui discutera de la tâche d'enseignement. Ashley Thomson, de l'Université Laurentienne, et Loren Singer, de Concordia, suivront. Ils traiteront de la recherche. Une pause-repas de deux heures permettra aux délégués de se reposer des activités régulières du colloque et de se laisser tenter par l'une des nombreuses expériences gastronomiques d'Ottawa.

Les séances de l'après-midi seront quelque peu différentes. Il y aura une assemblée plénière sur les évaluations suivie de trois séances simultanées sur la retraite, le perfectionnement profession-

Voix "bibliothécaires" à la page 18



## Nouvelles brèves du Québec

### Réseau (Université du Québec)

En novembre, l'Université du Québec à Montréal est devenue la première université francophone au monde à être reconnue centre régional de formation en tourisme par l'Organisation mondiale du Tourisme (OMT), affiliée à l'Organisation des Nations Unies.

Selon l'entente signée, l'Université développera un ensemble complet de programmes de formation et de recherche pour les gestionnaires et éducateurs-trices en tourisme provenant du monde entier. Les intervenants-es des secteurs public et privé pourraient améliorer leurs outils par des programmes de base et avancés de formation en gestion et intervention touristiques.

L'OMT sera impliquée dans toute la planification de la promotion des programmes de formation et de recherche.

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Brenda Dunn-Lardeau, professeure au département d'études littéraires de l'Université du Québec à Montréal, a mérité le prix de l'Association des professeurs de français des universités et des collèges canadiens (APFUC) pour 1989.

C'est l'article intitulé "Etude autour d'une Légende dorée (Lyon, 1476) paru dans Travaux de linguistique et de littérature de l'Université de Strasbourg en 1986 qui lui a valu ce prix. Le prix récompense un article pour l'organisation, la présentation, l'originalité et la valeur méthodique. L'article en question examine la configuration de la broche française de la Legenda aurea.

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Le Groupe régional de support technique (GRST) de l'Université du Québec à Rimouski a contribué au développement d'une cabine téléphonique alimentée à l'énergie solaire. Malgré le fait que la cabine soit destinée principalement à l'Afrique, elle pourrait aussi servir dans les villes éloignées du Québec, spécialement le Grand-Nord. En plus d'être énergétiquement autonome, elle peut résister aux conditions climatiques africaines.

Vingt unités de cette cabine ont déjà été commandées par le Bénin; elles coûtent 6 500 \$ chacune. Le Conseil national de recherche du Canada a subventionné le projet; Québec Téléphone et le Cégep du Rimouski ont aidé à la réaliser. C'est la compagnie Nouvelle Technologies Index qui a fabriqué la cabine.

### L'UQAM (Université du Québec à Montréal)

L'Université du Québec à Montréal abrite le secrétariat du tout nouveau Groupe interuniversitaire de recherche en éthique environnementale. Son coordinateur est José A. Pradés, professeur en sciences religieuses de l'UQAM et récent gagnant d'un prix international en ethno-histoire. Certains chercheurs des quatre universités montréalaises ainsi

que des étudiants-es de 2e et 3e cycles vont y participer.

Le thème du programme de recherche sera "Individualisme et solidarité. Analyse socio-éthico-religieuse du mouvement écologiste québécois." Après avoir étudié la situation québécoise, des comparaisons se feront avec des régions urbaines d'Europe et d'Amérique.

L'analyse du contenu de textes journalistiques formera la base de la recherche empirique; l'oeuvre socio-éthico-religieuse de Max Weber et d'Emile Durkheim jouera le même rôle pour le côté théorique.

### Forum (Université de Montréal)

Une nouvelle institution vient de voir le jour à Montréal. Il s'agit d'une collaboration entre l'Université de Montréal, l'Université McGill et le Centre canadien d'architecture (CCA), et son nom est l'Institut de recherche McGill-U de M-CCA en histoire de l'architecture.

Selon Phyllis Lambert, directrice-fondatrice du CCA, l'Institut "va promouvoir la connaissance de l'architecture à Montréal et au Canada."

Plusieurs projets coajoints sont prévus entre les trois institutions concernées. Par exemple: les étudiants-es universitaires en bibliothéconomie pourront faire des stages au CCA. Également, l'option histoire-théorie de l'Ecole d'architecture de l'Université McGill (qui accueille déjà des étudiants-es de l'U de M) aura des liens plus serrés avec le CCA et l'U de M.

L'Université de Montréal, selon l'entente, favorisera les projets de recherche et la demande de financement externe pour des publications et des conférences. Par la suite, des conférences et des congrès nationaux, et internationaux seront organisés par les deux universités et le CCA.

Plusieurs composantes de l'U de M seront touchées par la création du nouvel institut, dont la Faculté d'aménagement, de Département d'histoire de l'art, l'Ecole de bibliothéconomie, le Département de linguistique et philologie, les bibliothèques d'aménagement et des lettres et des sciences humaines et la Faculté des études supérieures.

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La société pharmaceutique Squibb a annoncé en décembre dernier la création de la Chaire Hans Selye, une chaire de recherches fondamentales dans les sciences de la santé.

Comme l'Université de Montréal offre la plus vaste gamme de disciplines en sciences de la santé au Canada, elle était "la candidate toute désignée pour abriter cette chaire, qui portera le nom d'un de ses plus illustres professeurs, "selon Jean-Gil Joly, le vice-président aux affaires scientifiques de Squibb Canada.

La chaire bénéficiera de 2,5 millions

de dollars, qui seront fournis par la société Squibb au cours des cinq prochaines années, ainsi que des fonds du Conseil de recherches médicales du Canada.

La décision de créer la Chaire résulte de l'adoption au niveau fédéral de la loi C-22 sur les brevets pharmaceutiques. Cette législation protège les droits sur les nouveaux médicaments si la compagnie pharmaceutique investit dans la recherche et le développement.

Gilles Cloutier, le recteur de l'Université de Montréal, s'est dit particulièrement heureux que la chaire porte le nom de M. Selye, qui a été professeur à cette université pendant 36 ans. "C'était un chercheur prolifique qui a signé 1,600 articles et une quarantaine d'ouvrages (durant sa carrière)" a-t-il dit.

### Au fil des événements (l'Université Laval)

Le 9 février passé, la Fédération de l'informatique du Québec a tenu à l'Université une journée d'étude ayant pour thème: "Géomatique et informatique: un pont à renforcer". Yves Hudon, du ministère des Communications, a bénéficié de l'occasion pour présenter les grandes lignes du "Plan géomatique gouvernemental" qui est en préparation.

D'ici dix ans, on investira 600 millions de dollars dans la réalisation d'un plan qui bouleversera la gestion des données sur le territoire de façon méthodique; en 1988, on a constaté qu'elles étaient réparties dans 69 unités administratives de 24 ministères différents.

### Forum (l'Université de Montréal)

Une nouvelle université qui a fait les manchettes à la mi-janvier révélait de fait que 2/3 des candidates/es québécoises/es issues/es des universités francophones ont échoué aux examens des comptables agréés tandis que leurs pairs dans les institutions anglophones ont réussi sensiblement mieux.

Face aux critiques qui leur ont été lancées, huit des neuf établissements en question (l'UQAM n'étant pas prête à prendre position) ont signé une déclaration commune.

"Les candidats issus des universités francophones du Québec ont traditionnellement obtenu des taux de réussite respectables au cours des dernières années et ils ont toujours occupé une place prépondérante parmi les lauréats (20 premiers) au Canada. Il est donc inconcevable que subitement on impute les mauvais résultats de cette année à la formation universitaire de ces candidats", dit la déclaration.

Les universités concernées ont aussi demandé à l'Ordre des comptables agréés de rendre public le rapport qui le porte à conclure que la formation universitaire est la source du problème.

Les universités francophones québécoises offrant des programmes en comptabilité sont prêtes à remettre en cause leurs méthodes, mais pas avant qu'elles aient vérifié les irrégularités qui ont pu se produire dans l'examen final uniforme de 1989.

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Les gens d'affaires de Montréal pourront contribuer aux fonds de recherche sur le cancer en participant à une course plutôt originale au printemps.

Plus de 120 sociétés ont déjà signalé leur intérêt pour le Défi corporatif Canderel, qui ramassera de l'argent pour la recherche sur le cancer aux Universités de Montréal et McGill, à part égale. Chaque entreprise doit payer la somme de 2 000 \$ afin de s'inscrire à la course.

En mai prochain, au centre-ville de Montréal, les participants/es, vêtus/es de leurs habits de bureau, et portant un attaché-case, franchiront un parcours de 4,5 kilomètres dans le quartier des affaires.

### Réseau (l'Université du Québec)

Deux chercheurs de l'Université du Québec à Rimouski ont reçu des subventions significatives dans le cadre des réseaux de centres d'excellence du gouvernement fédéral. Mohammed El-Sabb et François Dubé participeront au projet OPEN (Open Production Enhancement Network). Bénéficiaire de 358 000 \$ sur quatre ans, El Sabb étudiera l'influence des courants marins sur les oeufs et les larves de pétoncles, tandis que Dubé, avec 360 000 \$ pour la même période, examinera la fécondation in vitro du pétoncle.

### The Thursday Report (l'Université Concordia)

Au symposium sur les femmes et le génie qu'a tenu la Faculté de génie et d'informatique au début de février, le doyen de la Faculté, M.N.S. Swamy, n'a pas mâché ses mots. "A Concordia, on a atteint des jalons dans nos programmes de 2e et 3e cycles, mais ils sont diminués par des actes de chauvinisme et de sexisme, qui nuisent à la réputation des ingénieurs/es à travers le pays," a-t-il dit.

Swamy a critiqué les professeurs/es de génie au Canada, disant qu'ils/elles supportent ou contribuent même au comportement négatif des étudiants dans la discipline.

Au Canada, seulement 3 % de la clientèle étudiante en génie est de sexe féminin, comparé à 48 % en droit, 44 % en commerce et 45 % en médecine.

Les buts du Symposium, selon Marie Berryman, coordinatrice du comité sur le statut de la femme en génie, étaient triples: examiner les raisons de la rareté des femmes en génie, améliorer l'environnement par la cueillette de suggestions concrètes, et établir un système de soutien pour les femmes dans cette discipline tant qu'elles seront en si petit nombre.

Glenda Simms, présidente du Conseil consultatif canadien de la situation de la femme, a imploré les jeunes femmes de réclamer le mot féminin et de le réinvestir à ses bonnes connotations. "Il faut que vous preniez la responsabilité... Les femmes quittent les programmes de génie à un taux double de celui des hommes, à cause du harcèlement et de l'intimidation."



## N.E.A. Conference in U.S. addresses: racism, sexism, and problems of part-timers

The annual Higher Education Conference of the U.S. National Education Association was held in San Francisco from March 2 to 4. The theme of the conference was Cultural Diversity in American Higher Education: Challenge and Promise, and there were conference seminars on a variety of topics including Contending with Racism and Sexism on Campus, Recruiting Minorities into Higher Education Employment, and the Future of Labor Relations. Attending from CAUT, by invitation, were Alan Andrews (Person Chairing, AF&T Committee) and Mariette Blanchette (Rights Officer).

The N.E.A. is an organization which embraces in its membership the whole American educational system from kindergarten to graduate school. It is an important lobbying organization in Washington as well as at state and local levels. Inevitably, then, and given the fact that President Bush's budget proposals are under active consideration at present, the meeting was much concerned with the impact of federal funding on education generally and not just on universities.

The last decade has not been encouraging for education in the U.S. from this point of view. Between 1980 and 1988, the years of the Reagan presidency, there was a decline of 19.2 per cent in educational funding overall, with a decline of 29.6 per cent in funding for higher education. At the same time, the cost of attending public sector

universities and colleges has risen by 26 per cent, and private ones by 47 per cent.

With respect to minority students, the number graduating from universities has increased, and so have average SAT scores and college enrolments generally. But the percentage of minority high school graduates is dropping, and so is the rate of retention in colleges and universities of minority students. SAT scores are discrepant and between black and white students. In one startling statistic produced to justify increased federal allocations to education, it was pointed out that for every dollar of federal funds spent on education, nine dollars are spent on dropouts!

The conference read the changes in central and eastern Europe as providing the opportunity for increased spending on education and other social services. As Congresswoman Barbara Boxer put it: "Get the money from Defense!" Whether this will be possible, and whether George Bush is really interested in securing a reputation as "the education president", remains in some doubt, however. It was pointed out that the Bush budget manages to represent increases in the defense budget as cuts, while vaunted increases in some sections of the education budget, particularly the headstart program, are paid for by reductions elsewhere in that budget. An example of such a reduction is student aid which is increasingly in the form of loans rather than grants. The analogies

to Canada at the federal level, both the political rhetoric and in practical policies, are apparent here.

The discussion of attempts to deal with racism and sexism on campuses, significantly a workshop which overflowed its capacity, described two projects. The first, at San Francisco State University, had involved the establishment of a campus commission to attempt to determine what the actual experience of members of the university community was in these areas as a preliminary to attempting to deal with it. It seemed that the commission, which held hearings in diverse locations and also sometimes in confidence, was simultaneously aimed at consciousness-raising and at a practical definition of the problems that needed addressing. A second project, that of the University of Tennessee at Knoxville, described a federally funded program which used acted-out videotapes as a form of exemplary education in appropriate and inappropriate communication.

Other workshop sessions dealt with the problem of part-time, temporary and non-tenure track appointments, pay equity, and the likely impacts international events will have on U.S. education. The N.E.A. has identified the need to achieve better conditions for part-time, temporary and untenured faculty as a major objective. Its longstanding policy has had two principle features, that salaries for part-timers should be pre-rated and a recognition that it is not

appropriate to use part-time faculty to diminish the number of full-time positions. In a more elaborate renewal of the policy in 1988, the N.E.A. agreed to work for compensation at a pro rata level, including fringe benefits, tenure or some form of job security for regular part-time faculty, academic due process, and the participation of part-timers in university governance. Given some of the discussion at the most recent meetings of the CAUT Collective Bargaining Cooperative and Council, the work of the N.E.A. in this area may be helpful to Canadian faculty unions. The N.E.A. has two useful pamphlets dealing with the issue, one is its report and recommendations with respect to part-time and like faculty and the other "A Survival Handbook for Part-time and Temporary Faculty".

Our impression of the pay equity workshop was that in general this is one area in which Canada has moved ahead of the United States. Finally, it was noteworthy that the discussion of the international impact on the future of U.S. higher education did not extend to the Canada-U.S. Free Trade Agreement, nor, more surprisingly perhaps, to Central and South America.

Members who may be interested in discussing further the topics raised here are invited to contact Mariette Blanchette or Alan Andrews at the CAUT office.

Alan Andrews and  
Mariette Blanchette

## Congrès de la N.E.A. : racisme, sexisme et professeurs à temps partiel

Le congrès annuel sur l'enseignement supérieur de la U.S. National Education Association a eu lieu à San Francisco du 2 au 4 mars. Le congrès avait pour thème "Cultural Diversity in American Higher Education: Challenge and Promise". On y a offert des séminaires sur divers sujets, notamment la lutte contre le racisme et le sexisme sur les campus, le recrutement des minorités dans des postes universitaires et l'avenir des relations de travail. Alan Andrews, président du Comité de la liberté universitaire et de la permanence de l'emploi, ainsi que Mariette Blanchette, agente à la section des droits, ont représenté l'ACPU qui avait été invitée au congrès.

La N.E.A. est un organisme qui recrutent ses membres dans tout le système d'enseignement américain, de la maternelle aux études supérieures. C'est un important organisme de lobbying tant à Washington qu'à l'échelle locale et des états. Il était donc inévitable que le congrès s'attarde aux conséquences du financement fédéral sur l'éducation en général et non seulement sur les universités, étant donné que les propositions budgétaires du président Bush font présentement l'objet d'un examen actif.

De ce point de vue, les dix dernières années n'ont pas été encourageantes pour l'éducation aux États-Unis. En effet, entre 1980 et 1988, c'est-à-dire pen-

dant les mandats de Reagan à la présidence, l'ensemble des fonds consacrés à l'éducation ont baissé de 19,2 pour cent, tandis que les crédits au titre de l'enseignement supérieur ont diminué de 29,6 pour cent. En outre, le coût de fréquentation des universités et des collèges publics a augmenté de 26 pour cent et celui des établissements privés de 47 pour cent.

En revanche, dans le cas des étudiants des minorités, le nombre des diplômés universitaires a augmenté tout comme la moyenne des résultats aux tests SAT et les inscriptions dans les collèges en général. Toutefois, le pourcentage des diplômés des minorités des écoles secondaires accuse une baisse ainsi que le taux de persévérance des étudiants des minorités dans les collèges et les universités. Les résultats aux tests SAT divergent, surtout entre les étudiants noirs et les étudiants blancs. D'après une statistique surprenante invoquée pour justifier la hausse des crédits fédéraux au titre de l'éducation, on a souligné que pour chaque dollar investi par le fédéral dans l'éducation, neuf dollars étaient consacrés aux décrocheurs!

On a conclu, au congrès, que les bouleversements en Europe centrale et de l'Est offraient l'occasion d'augmenter l'investissement dans l'éducation et d'autres services sociaux.

Barbara Boxer, une congressiste, a répliqué: "Get the money from Defense!" (Puisse dans le budget de la Défense) Toutefois, il reste douteux que cela soit possible ou même que George Bush soit vraiment intéressé à se faire une réputation de "président de l'éducation". On a signalé que le budget de Bush parvenait à faire passer des hausses du budget de la défense pour des réductions, tandis que les hausses dont il se targue dans certaines sections du budget de l'éducation, en particulier le programme de démarrage, sont compensées par des réductions ailleurs, notamment l'aide financière aux étudiants qui prend de plus en plus la forme de prêts au lieu de bourses. Les analogies avec le Canada au palier fédéral sont évidentes, tant en ce qui concerne les promesses que les pratiques politiques.

La discussion sur les tentatives de composer avec le sexisme sur les campus, un atelier qui a fait salle comble, a permis de décrire deux projets. Le premier, réalisé à la San Francisco State University, comprenait la création d'une commission universitaire chargée, dans un premier temps, de déterminer quel genre d'expérience les membres de la collectivité universitaire vivaient à ce chapitre pour essayer d'y faire face. Il semble que la commission, qui a tenu des audiences à divers endroits et par-

fois confidentiellement, poursuivait deux buts simultanés. En effet, elle cherchait à sensibiliser la collectivité au phénomène et à donner une définition pratique des problèmes qu'il fallait régler. Le deuxième projet, celui de l'University of Tennessee, à Knoxville, décrivait un programme subventionné par le fédéral qui utilisait des bandes magnétoscopiques de mises en situation à titre d'exemple pour enseigner aux universitaires des formes de communication qui sont appropriées et d'autres qui ne le sont pas.

D'autres ateliers portaient sur le problème des postes à temps partiel, temporaires et ne menant pas à la permanence, l'égalité salariale et les conséquences que les événements mondiaux auront sur l'éducation aux États-Unis. La N.E.A. a identifié, comme objectif principal, le besoin d'obtenir de meilleures conditions pour les professeurs à temps partiel, temporaires et non-permanents. Depuis très longtemps, elle préconise une politique à deux principes, à savoir les salaires des professeurs à temps partiel qui devraient être calculés au pro-rata et le fait de reconnaître qu'il n'est pas convenable d'utiliser des professeurs à temps partiel pour réduire le nombre de postes à



# Council meeting in February

Some of the activities that accompanied Council were reported in the March edition; the awards dinner and the address by Rodrigo Fernandez, General Secretary of the Supreme Council of Central American Universities.

For the two days preceding Council there were activities of the Collective Bargaining Cooperative. The Board of Directors met for a day, a report of that meeting will be carried in the April Bulletin. There was also a workshop, organized by the Coop, on the topic of workload.

This was the first Council meeting since the Montreal tragedy. As part of the outcome of that event Council passed the following motion:

Suite aux événements tragiques récents - QUE l'ACPU encourage ses membres à faire circuler la pétition de l'Ecole Polytechnique contre la vente des armes semi-automatique au Canada.

One of the first items of other business was a discussion of university governance. Two actions emerged from this. One was a decision to approach AUCC with proposals for a joint study of the issues of university autonomy,

and university governance, especially the role of outside agencies such as provincial governments in academic decision making. The other was to empower the Executive to establish a special committee to examine issues relating to internal university governance. The special committee was given guidance on the issues which it was to consider. The issues to be considered included, "...the composition and role of the Senate and of the Board of Governors, the process of selection of academic administrators, the tenure and promotion process, decision making on the expansion/contraction of academic programs, and the process for making admissions and budgeting decisions, as well as the extent to which current practices at Canadian universities meet or fall short of those expressed in CAUT policy statements..." The committee will report to Council in early 1991.

A major item of business, and one which occupied some time, was dealing with the report of the Special Ad Hoc Committee on Status of Women. The three members of that committee, professors Janet Baldwin, Peta Tancred-Sherif and Archie Malloch, presented their report, which was received by Council. A considerable debate follow-

ed which eventually led to a resolution through a motion to dissolve the existing SWC at May Council and to elect another immediately. Council also established a committee to bring forward revised terms of reference for the SWC and to accept nominations for that committee. Professor Jane Gordon, the incumbent chair, informed Council that she would resign. As part of its later business Council adopted a vote of thanks to her for her years of work on behalf of CAUT.

In addition to the normal reports of the standing committees and a report on the lobbying activities of the Association, Council also heard a presentation by representatives from the National Bank of Canada on a financial package, which includes an affinity credit card, for members of CAUT. Arising from the report on lobbying was a motion which requires CAUT to review the Policy Manual of the Treasury Board of Canada, particularly those policies which give preferential treatment to the private sector in the awarding of research contracts by the government.

In dealing with matters of internal policy, Council considered and adopted a Charter for International students. On another matter of students, Council

decided to follow a request from the Native Council of Canada to find out more about the numbers of off-reserve Aboriginal peoples in post-secondary education, the financial assistance available to eligible students, recruiting efforts and government policies.

One of the members of Council, Laval, is currently involved in negotiations with the university administration. Council adopted a motion in support of their colleagues which included the following:

"...expriment leur plus total soutien aux collègues membres du Syndicat des professeurs de l'Université Laval pour les négociations présentement en cours et demandent à l'administration de l'Université Laval d'apporter à la table de négociation des propositions substantielles sur les clauses en litige afin que les présentes négociations débouchent le plus tôt possible sur un règlement.

As part of Council activities members divided into small groups to discuss issues associated with part time faculty. The outcome of this was a decision to undertake a study of the status of part-time university faculty. Clearly this is a topic that will return to Council again.

John Evans

## Librarians

Continued from page 15

Teaching Faculty and Librarians in a Single Bargaining Unit. Ruth Leslie, will speak on Retirement, and will have data available from her Retirement Study for dissemination at the conference. Joyce Lorimer and John McCallum, of Sir Wilfrid Laurier University, will discuss the Merging of Teaching Faculty and Librarians in a Single Bargaining Unit. The conference will adjourn for the day at 5:00 p.m., and delegates will be free to dine wherever they choose.

Beginning at 9:00 o'clock Sunday morning the conference will reconvene with three concurrent sessions, followed by a final plenary session. One of the concurrent sessions will concern Gender Issues; and one, to be presented by Sharon Hardy, Executive Director of CLA, will cover Current Issues; another will deal with Academic and Faculty Status for Librarians, with Eileen Goltz, of Laurentian University speaking. The closing plenary session, will be presented by John Murchie of the Nova Scotia College of Art and Design. The conference will adjourn at 12:00 noon.

This is the first conference offered by the Librarians Committee, and from the interest being shown it will be well attended. Plan to attend, and investigate *The Academic Partnership*, and perhaps assist the committee with the preparation and presentation of the next conference. Although no definite plans exist for future conferences, the committee anticipates that it will present one every two or three years, depending on the issues that are being discussed at the time.

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## THE ACADEMIC PARTNERSHIP IN THE MAY ISSUE OF THE CAUT BULLETIN

### RESEARCH RELEASE TIME FOR LIBRARIANS

This topic has generated discussion in several quarters, and the committee has received a number of requests for more information on the forms of release time available. Therefore, the committee requests that those librarians who have research release time as a feature of their employment write to Robert Moore, Secretary of the Librarians Committee at the CAUT office, and describe the form their research release time takes. With this information the committee can begin to compile a file on the subject, and be in a better position to respond knowledgeably to requests for information.

Eileen Goltz  
Person Chairing

## Bibliothécaires

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nel et l'union des professeurs et des bibliothécaires dans une même unité syndicale. Ruth Leslie traitera de la retraite et diffusera au colloque des données tirées de son étude sur la retraite. Joyce Lorimer et John McCallum, de l'Université Sir Wilfrid Laurier, discuteront de l'union des professeurs et des bibliothécaires dans une même unité syndicale. La conférence ajournera à 17 h et les délégués pourront dîner à l'endroit de leur choix.

Le colloque reprendra le lendemain, dimanche, à 9 h, et trois séances simultanées seront présentées suivies d'une dernière assemblée plénière. L'une des séances simultanées portera sur les sexes. Une autre, qu'animerait Sharon Hardy, directrice générale de la CLA, traitera de questions actuelles. Une autre séance portera sur le statut universitaire

et d'enseignement des bibliothécaires qu'animera Eileen Goltz, de l'Université Laurentienne. La séance plénière de clôture sera présentée par John Murchie, du Nova Scotia College of Art and Design. Le colloque se terminera à midi.

Il s'agit du premier colloque que le Comité des bibliothécaires organise. Si l'on se fie à l'intérêt manifesté jusqu'à maintenant, de nombreuses personnes y assisteront. Prévoyez dès maintenant y assister et découvrez *La solidarité universitaire*. Vous pourriez peut-être aider le comité à préparer et à présenter le prochain colloque. Bien qu'il n'existe aucun projet défini pour de futurs colloques, le comité prévoit en organiser un tous les deux ou trois ans, selon les questions qui seront discutées à ce moment-là.

**SURVEILLEZ L'ANNONCE DU  
COLLOQUE ET LE PROGRAMME  
COMPLÉT DE LA SOLIDARITÉ  
UNIVERSITAIRE DANS LE  
NUMÉRO DE MAI DU BULLETIN**

### DÉGAGEMENT DE RECHERCHE POUR LES BIBLIOTHÉCAIRES

La question soulève des débats dans plusieurs milieux et le comité a reçu un certain nombre de demandes d'information sur les formes de dégagement offertes. Par conséquent, le comité demande aux bibliothécaires qui jouissent d'un dégagement pour effectuer de la recherche parmi leurs conditions d'emploi d'écrire à Robert Moore, secrétaire du Comité des bibliothécaires, au secrétariat de l'ACPU, et de décrire les modalités de leur dégagement de recherche. Grâce à ces renseignements, le comité pourra commencer à monter un dossier sur le sujet et être en meilleure position pour répondre en connaissance de cause aux demandes d'information.

Eileen Goltz  
Présidente

## N.E.A.

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temps plein. En renouvelant sa politique d'une façon plus élaborée en 1988, la N.E.A. a accepté de s'attacher à la rémunération au pro-rata, y compris les avantages sociaux, à la permanence ou à une certaine forme de sécurité d'emploi pour les professeurs réguliers à temps partiel, aux procédures d'évaluation équitables, et à la participation des professeurs à temps partiel à la direction de l'université. Si l'on tient compte de certaines discussions lors des réunions les plus récentes du Conseil et de la Coopérative de négociation collective de l'ACPU, le travail de la N.E.A. dans ce domaine peut être utile aux syndicats de professeurs canadiens. La N.E.A. a publié deux brochures utiles sur le sujet, dont l'un est son rapport et ses recommandations relativement aux professeurs à temps partiel, et l'autre est intitulé "A Survival Handbook for Part-time and Temporary Faculty".

Nous avons retiré de l'atelier sur l'égalité salariale que, en général, il s'agit d'un domaine où le Canada est en avance sur les États-Unis. Enfin, il est digne de mention que les discussions sur les conséquences des événements internationaux sur l'avenir de l'enseignement supérieur aux États-Unis ne se sont pas étendus à l'Accord de libre-échange entre le Canada et les États-Unis, ni, ce qui est peut-être encore plus étonnant, à l'Amérique centrale et à l'Amérique du Sud.

Les membres qui sont intéressés à discuter davantage des sujets soulevés dans le présent article sont invités à communiquer avec Mariette Blanchette ou Alan Andrews, au secrétariat de l'ACPU.

Alan Andrews et  
Mariette Blanchette



## Revised call for Nominations to CAUT Status of Women Committee

### Preamble

At its meeting of February 10-11, 1990, CAUT Council declared its "decision to dissolve the existing Status of Women Committee at the time of the May 1990 Council meeting and to immediately constitute a new Committee with revised terms of reference." Further, Council elected a Special Advisory Committee of three persons to "receive all nominations for positions on the reconstituted Status of Women Committee and to make recommendations with respect to the election of members and of the Chair of the Committee." Additionally, Council decided that "the nomination deadline for candidates for the Status of Women Committee be extended to April 15, 1990." In accordance with these decisions and in order to ensure an orderly transition at the May 1990 Council meeting, a renewed and revised call for nominations to the Status of Women Committee is now being issued.

### Call for Nominations

Nominations are now being actively sought for election to positions on the CAUT Status of Women Committee. Nominations are now being actively sought for election to the position of the Person Chairing the CAUT Status of Women Committee.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1990.

### Nomination Procedure

Nominations should be sent to:

Professor Peter R. King  
Person Chairing  
Elections and Resolutions Committee  
CAUT  
Suite 308  
294 Albert Street  
Ottawa, Ontario  
K1P 6E6

### They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT).

### Nomination deadline

The deadline for all nominations both for Committee positions and for the Person Chairing is April 15, 1990.

### Description of Positions

The current terms of reference of the Status of Women Committee which are, as indicated above, under review, state that all the members and the Person Chairing "have experience in areas of concern to women academics."

## Appel de candidatures révisé pour le Comité du statut de la femme

### Préambule

Lors de son assemblée des 10 et 11 février 1990, le Conseil de l'ACPU a déclaré qu'il avait "décidé de dissoudre le Comité du statut de la femme actuel à l'assemblée de mai 1990 du Conseil et de former aussitôt un nouveau comité doté d'un mandat révisé". Le Conseil a de plus élu un comité consultatif spécial de trois personnes chargé "de recevoir toutes les candidatures aux postes du Comité du statut de la femme reconstitué et d'émettre des recommandations quant à l'élection des membres et de la présidente du comité". En outre, le Conseil a décidé "de prolonger au 15 avril 1990 la date limite des mises en candidature au Comité du statut de la femme". Conformément à ces décisions et pour assurer une transition ordonnée à l'assemblée de mai 1990 du Conseil, l'ACPU sollicite maintenant un appel de candidatures renouvelé et révisé pour le Comité du statut de la femme.

### Sollicitation de candidatures

Nous sollicitons activement des candidatures à des postes électifs du Comité du statut de la femme de l'ACPU. Nous sollicitons activement des candidatures à la présidence du Comité du statut de la femme de l'ACPU, qui est un poste électif.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1990.

### Méthode de mise en candidature

Il faut envoyer les candidatures à:

M. Peter R. King  
Président  
Comité des élections et résolutions  
ACPU  
Bureau 308  
294, rue Albert  
Ottawa (Ontario)  
K1P 6E6

### Les pièces suivantes doivent accompagner les mises en candidature:

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.
- L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e).
- Le formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPU, disponible auprès des associations de professeurs ou de l'ACPU.

### Date limite des mises en candidature

La date limite de toutes les mises en candidature aux postes du comité et à la présidence est le 15 avril 1990.

### Description des postes

Le mandat actuel du Comité du statut de la femme qui est en révision, comme on l'a précisé précédemment, stipule que tous les membres et la présidente "doivent avoir de l'expérience dans les domaines qui intéressent les femmes universitaires".

## Sciences

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langue seconde. Nous croyons que, par le génie "libéral", nos diplômés seront mieux outillés pour affronter les défis technologiques ( . . . ) mais aussi pour comprendre et être sensibles aux contextes humains dans lesquels ils se produisent. ( . . . ) Notre objectif est d'instruire des ingénieurs qui n'ont pas perdu l'aspect humain ( . . . ) des affaires publiques parce qu'ils sont préoccupés par le progrès technologique." (Globe and Mail, 30 mars, traduction)

L'une des questions demeurant sans réponse et qui sous-tend la méthode de la carotte et du bâton est de savoir ce qui motive les étudiants d'université à s'inscrire en sciences humaines et sociales en si grand nombre. Puisque aucune réponse ne sera meilleure que la mienne, à ce moment-ci, je vais me risquer à en suggérer une: leur forte participation ne représente rien de plus, ou ce qui est tout aussi important, rien de moins, que leur désir de donner un sens

au monde et de lui trouver une signification. En s'inscrivant à ces disciplines, les étudiants d'université cherchent à contribuer à un nouvel ordre, assez simplement, en tentant d'établir une différence entre leur vie et celle des autres.

Il faut louer cette quête et non la décrier. Nous devrions être fiers, et non anxieux, que des jeunes hommes et des jeunes femmes abordent leurs études avec de tels désirs. Le rôle traditionnel des éducateurs est de façonner ces impulsions et non de les rejeter. Nous devons reconnaître que cette quête fera fondre l'enthousiasme des jeunes en un engagement à long terme.

Si les hypothèses sur la quête d'une signification et le désir de contribuer sont justes, que laissent-elles suggérer en ce qui concerne les sciences à l'échelle universitaire? Elles ne supposent pas, entre autres, une application immédiate de la carotte et du bâton, car cette méthode, de toute façon, offre trop peu et arrive trop tard. Elles supposent plutôt une attitude graduelle visant à ramener l'intérêt envers les sciences, étayé d'une gamme d'expériences et de faits, de méthodes pluralistes et d'une

volonté à se sensibiliser aux risques fondés sur la connaissance des faits.

Si la science est vraiment importante, fondons notre façon de l'aborder sur une compréhension claire, rationnelle et systémique et non sur une impulsion

massive et inconsidérée. Laissons les études et les sciences guider les mesures adoptées pour corriger les déséquilibres et laissons ces dernières extraire le meilleur, et non le plus élémentaire, des motivations et des aspirations humaines.

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# Positions Available and Vacancies

## ACCOUNTING & FINANCE

**UNIVERSITY OF WAKATO, HAMILTON, NEW ZEALAND.** Lectureships in Accounting and Finance. Applications are invited to Senior Lectureships and Lectureships in the Department of Accounting and Finance at the University of Waikato. The appointees will be required to undertake research and teach in the undergraduate and graduate programmes offered by the Department. Special interests in the field of Financial Accounting, Auditing, Taxation, and Management Accounting would be an advantage. The Department of Accounting and Finance has an established staff of 24 and is one of the four departments in the School of Management Studies, the largest School in the University. The School offers a four year undergraduate programme leading to the Bachelor of Management Studies degree and a Masters programme and the research degrees of MPhil and PhD. Management Development programmes are also offered. Postgraduate experience courses and various aspects of management to practicing managers from both the private and public sectors. The School has access to computer facilities via a Vax network. Micro computers are available to all members of the Department. Lecturers in Accounting and Finance and related fields are sought. Applicants for Lectureships should have a minimum of a Masters degree. Alternatively, they may have a good first degree coupled with a professional qualification. Applicants for Senior Lectureships are normally expected to have completed or to be completing a doctorate, and have a record of publishing. The current salary range for Lecturers is \$24,500 to \$35,000 per annum and for Senior Lecturers \$25,000 to \$36,000 per annum. Preliminary enquiries may be made to Professor Don Gillin, Chairperson of the Department of Accounting and Finance, 664 71 362 (ext. 403) during office hours or 664 71 6035 after hours. Fax 664 71 366 063. Information on conditions of appointment and details of the method of application are available from Appointment (37592), Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF, UK, or from the Academic Staff Register, University of Waikato, Private Bag 3105, Hamilton, New Zealand (Fax 664 71 50135). The reference is A91/8. Applications close on 30 April, 1990. The University welcomes enquiries from suitable people of any age, creed and marital status.

## ADMINISTRATION

**UNIVERSITY OF REGINA, FACULTY OF ADMINISTRATION.** Applications are invited from candidates who hold a Ph.D. in the following areas: Accounting, Industrial Relations and Marketing. The appointments will be made at the Assistant or Associate level and candidates should have completed their Ph.D. They should possess a commitment to teaching and have an established research track record. Consideration will be given to candidates who are ABD and also to candidates who have considerable industrial experience. Appointments will commence July 1, 1990. The Faculty of Administration offers a four year undergraduate program which has an optional co-op work-study component. Students complete their first year in a faculty other than Administration. They must possess a 70% average before they transfer to the Faculty. There are about 550 full time students in the final three years of their program. The Faculty also offers a part time Masters degree in Administration and has established a Management Development Program. There are 27 full time positions within the Faculty. The University of Regina is located in Saskatchewan's Capital City. It is part of Saskatchewan's cluster of educational, cultural, recreational and governmental resources which include the Legislative Buildings, the Museum of

Natural History, the Saskatchewan Centre of the Arts and many recreational sites. The University campus will soon become the home of Westbco Computer Corporation. This will provide the University with one of the largest computer facilities available in Canada. Regina is the Headquarters for many of the Province's Crown Corporations and a number of private companies have their head offices located in the city making it a place of considerable economic and research. For additional information on these positions please contact: Dr. Ed Wynnes, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Tel: Regina 336 585 4011; Fax: 336 585 4005; Blnet: WEMYSDD: UREGINA1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to the principle of employment equity.

## ANATOMY

**DALHOUSIE UNIVERSITY, Halifax, Nova Scotia.** Assistant Professor, Department of Anatomy. The Department of Anatomy at Dalhousie University is seeking applications for a limited term appointment. The position is for one year commencing April 1, 1990. The starting date is negotiable. It is expected that in 1991, a limited term appointment will be available for which the incumbent of this position will be expected to have completed a Ph.D. and have undertaken postdoctoral training. The ability to teach and supervise students in anatomy and histology is required, and the candidate will be expected to undertake an active research program. Applications should include a curriculum vitae, representative reprints, a summary of present research activities, an outline of future research directions and the names of three referees. The position is held by D.G. Gwyn, Professor and Head, Department of Anatomy, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 4H7. This competition will be open until a suitable candidate is selected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has a policy of affirmative action in hiring qualified women academic staff.

## ANTHROPOLOGY

**THE UNIVERSITY OF WESTERN ONTARIO, The Department of Anthropology.** University of Western Ontario, invites applications for a one year limited term appointment in social anthropology at the Assistant Professor level. Applicants should have completed the Ph.D. shortly and should have a good research record and some teaching experience. Anthropology is a growing field and the successful applicant will be able to teach social, cultural, kinship and gender. The current salary for assistant professor is \$32,985. Positions normally commence on July 1, 1990. Applicants should send a curriculum vitae and the names of three referees, before April 30, to Dr. Michael Spence, Department of Anthropology, University of Western Ontario, London, Ontario N6A 5C2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

## ARCHAEOLOGY

**YORK UNIVERSITY, Faculty of Arts, Department of Anthropology.** Applications are invited for a tenure track position in archaeology at the Assistant Professor level. The appointment will be effective July 1, 1990 subject to final budget approval. The successful candidate will have completed a Ph.D. with extensive

publications, a track record in acquiring research grants, and a clear record of teaching achievement. Qualifications should include research interest in New World Archaeology (Meso-America); ethnohistory, especially Mayan-Spanish colonial relations; ethnohistory and ecology of tropical environments; knowledge of archival and museum collection procedures; and successful knowledge of and experience with computer calculating of ethnohistorical data; preparation of materials for museum display; administrative experience in developing programmes in archaeology in university and/or museum/government contexts. Applications, with curriculum vitae and the names of three referees, should be sent to: Gus Thoms, Chair, Department of Anthropology, York University, North York, Ontario M3J 1P3. Deadline for applications is June 1, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including an affirmative action for women faculty.

## ART EDUCATION

**NOVA SCOTIA COLLEGE OF ART AND DESIGN.** Art Education. An initial three-year appointment at rank of Assistant or Associate Professor. Contract to commence July 1, 1990. To teach theory and methods courses to undergraduate students and graduate students and to supervise student teachers. A doctorate or a Master's degree in Education and a substantial experience teaching at the public school level is required. Salary is determined by qualifications and according to the College salary grid. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Address letter of application, curriculum vitae, and letters of reference to Scott MacDougall, Dean of Academic Affairs, Nova Scotia College of Art and Design, 513 Duke Street, Halifax, Nova Scotia B3J 3A6 before April 30, 1990.

## ART HISTORY

**NOVA SCOTIA COLLEGE OF ART AND DESIGN.** Art History. One Year Limited Term Appointment. The rank of Assistant or Associate Professor. Contract to commence July 1, 1990. This vacancy exists because of the resignation of the incumbent. Responsibilities to teach a survey and elective course in the history of Twentieth Century Art. A Ph.D. and Ph.D. candidacy desirable qualification. Salary is dependent upon qualifications and according to the College salary grid. Candidate will be eligible for Professional and Academic Advancement and other College benefits. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send letters of application, detailed curriculum vitae and names of three referees to Scott MacDougall, Dean of Academic Affairs, Nova Scotia College of Art and Design, 513 Duke Street, Halifax, Nova Scotia, B3J 3A6. Closing Date: when position is filled. Please refer to Vacancy No. 805.

## BIOCHEMISTRY

**UNIVERSITY OF TORONTO, Clinical Biochemistry, Molecular Biologist.** Wanted an MD or Ph.D. Molecular Biologist with an interest in Signal Transduction and/or Molecular Endocrinology as it applies to human disease. The successful candidate will be appointed as Assistant Professor at the University of Toronto, Department of Clinical Biochemistry. The candidate will be expected to teach, supervise Graduate Students and participate in the activities of the Graduate School and general independent research funds. Send CV and names of at least 3 referees to: Dr. Andrew D. Balnes, Biochemist in Chief,

Department of Clinical Biochemistry, The Toronto Hospital, 200 Elizabeth Street, Toronto, Ontario M5G 2C4.

**UNIVERSITY OF CALGARY, Department of Clinical Biochemistry and the Banting and Best Diabetes Research Centre at the University of Toronto.** Invited applications from Molecular Geneticists with research interests related to diabetes. The successful applicant will be appointed as Assistant Professor to join a group of postdoctoral fellows and graduate students working on the molecular biology of signal transduction and growth factors with special reference to diabetes. Initial appointment will be for 5 years and is renewable at least once. Applicants should hold Ph.D. or M.D. degrees with several years of postdoctoral experience in molecular genetics and will be expected to generate independent research funding and participate in teaching and supervise Graduate Students and may participate in the teaching of Medical students in areas related to research, endocrinology and metabolism. This advertisement is directed to both male and female Canadian citizens and permanent residents. Send detailed CV and names of at least three referees to: Dr. Andrew D. Balnes, Professor and Chair, Department of Clinical Biochemistry, 100 College Street, University of Toronto, Toronto, Ontario M5S 1A5.

## BIOLOGICAL SCIENCES

**THE UNIVERSITY OF CALGARY.** Department of Biology. Professor or Associate Professor. The University of Calgary is seeking an individual for an instructor effective as early as July 1, 1990. The successful candidate will have a minimum of a Master's degree and will be expected to teach in the laboratory in the large junior course on Animal Biology. Other duties include coordination of the senior level laboratory and supervision of technical staff. Limited teaching assignments can be made in the summer or other courses where the candidate has experience. If successful, a modest research program may be developed in conjunction with Divisional faculty members. Resumes should include a graduate degree (Ph.D. preferred) in animal biology or zoology with a specialization in morphology or morphogenesis. Remuneration commensurate with qualifications and experience (current salary scale \$25,500-\$32,825). In accordance with Canadian immigration requirements, this position will be open to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, disabled persons and people with disabilities. Interested individuals should send an up-to-date curriculum vitae and arrange for three letters of reference to be sent by mail or fax (403-289-9311) by April 30, 1990. Dr. R.W. Davis, Head, Department of Biological Sciences, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4.

**UNIVERSITY OF CALGARY, Department of Biological Sciences.** Limited Term Instructor Positions. The University of Calgary invites applications for two limited term teaching positions in Biological Sciences commencing July 1, 1990. Two year limited term full time position in the instruction of teaching responsibilities include undergraduate and graduate courses in Plant Physiology, participation in a team taught first year introductory Botany course, and courses for undergraduates. Applicants should have a Ph.D. in Biological Sciences and teaching experience in teaching undergraduate and graduate courses in General Botany and Plant Physiology and research experience in drought and abiotic stress physiology. Send curriculum vitae and three letters of reference to: Dr. R.W. Davis, Head, Department of Biological Sciences, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4.

**Community Ecology.** Applicants with strong statistical and quantitative experience will be preferred. Current salary Canadian \$35,000. In accordance with Canadian Immigration requirements, this position will be open to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, disabled persons and people with disabilities. Applicants should submit a full curriculum vitae and arrange for three letters of reference to be forwarded by May 1, 1990 to: Dr. R.W. Davis, Head, Department of Biological Sciences, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta, Canada T2N 1N4.

## BIOLOGY

**McMaster University.** The Department of Biology with special strength in molecular biology and a programme to broaden its base in developmental biology, seeks applicants at the Assistant Professor level. The position is in cell and molecular biology, ecology, evolutionary genetics, and the long term term position can be filled by a successful applicant whose research involves plants. Two positions are immediately available. The successful candidate will have postdoctoral experience with demonstrated research ability and will be expected to establish an active independent research programme and participate enthusiastically in undergraduate and graduate teaching. Applicants should submit a curriculum vitae, a statement of research plans, and names and addresses of three referees to: Dr. Chilton, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is an equal opportunity employer.

**QUEEN'S UNIVERSITY.** Post Doctoral Fellow required. Minimal commitment to research. Successful applicant would help direct and analyse the field research associated with a long term study of a population of Snow Geese. The position would have two components: 1. Analysing data and writing scientific papers utilizing the long term data base of this project. Knowledge of statistics and ability to use computers to manipulate large data bases is essential. 2. Directing the day-to-day scientific projects in the field. Successful candidate should have a Biology degree, a remote Arctic field camp located near the Le Perouse Bay, Canada. Good communication skills are essential. Successful applicant must be willing to spend May-August in the Arctic. Living and travel costs during summer will be covered. Salary range CAN \$22,000 to \$28,000 depending on experience. Submit CV and names of 2 referees to: Dr. Fred Cooke, Biology Department, Queen's University, Kingston, Ontario K7L 3N6, Canada, by April 30, 1990.

**CARLETON UNIVERSITY.** The Department of Biology, Carleton University, invites applications for a nine month term appointment (Sept. 1990-May 1991) at the Assistant Professor level. This position is a full time position with a salary of \$25,000. The successful candidate will be expected to teach at the undergraduate level, an advanced one-term course in Animal Behaviour, and advanced one-term seminar in some aspect of whole organism biology, and a mid-year two-term course entitled "Flora and Fauna of Canada". The application deadline is May 15, 1990. Applicants should have a Ph.D. in biological sciences and send a curriculum vitae and names of three referees to: Dr. R. Gardner, Chairman, Department of Biology, Carleton University, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. If the intention of the University is to fill this vacancy with Assistant Professors whenever possible. Each

dance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity of employment for women, aboriginal peoples, visible minorities, and disabled persons. Qualified persons from these groups are encouraged to apply.

## BIOMEDICAL SCIENCES

**McMaster University.** Entitled to Salary. The Department of Biomedical Sciences (Division of Physiology & Pharmacology) at McMaster University is seeking a recent Ph.D. for an Assistant Professor. This is a 3-year contractually limited position commencing July 1, 1990. Applicants should have a Ph.D. or equivalent and experience in electrophysiology of the nervous system. Salary will be commensurate with experience. Applications including curriculum vitae and names of three referees should be forwarded by May 1, 1990, to: A. McCombs, Chairman, Department of Biomedical Sciences, 1200 Main St. W., Hamilton, Ontario L8N 3Z5, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## BIOSTATISTICS

**McGILL UNIVERSITY.** The Department of Epidemiology and Biostatistics, McGill University is seeking a recent Ph.D. in Biostatistics or related area with interests in independent and collaborative research, to a tenure track position at the Assistant Professor level. The department is broad based with a strong methodologic core. You would include teaching, training and supervision of Diploma, Masters and Ph.D. students, consultation with biomedical researchers with diverse interests and research in the development of statistical and epidemiologic methodology. Salary will be commensurate with qualifications and experience and in accordance with McGill University norms. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send a curriculum vitae, including the names of three referees, to: Dr. S. Shapiro, Chair, Search Committee, Department of Epidemiology and Biostatistics, McGill University, 1205 Avenue West, Montreal, Quebec H3A 1Z4.

## BUSINESS ADMINISTRATION & COMMERCE

**UNIVERSITY OF WINDSOR, Faculty of Business Administration.** Full time, tenure track (or limited term) and seasonal positions available in the following fields: (i) accounting, (ii) finance, (iii) management science (iv) marketing. Ph.D. (or ABD) required for tenure track positions. MBA acceptable for limited term appointments. Relevant business teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programs. Salary and rank depend on qualifications and are competitive in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. If the intention of the University is to fill this vacancy with Assistant Professors whenever possible. Each

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Administrateur de l'Assurance de l'ACPU, C.P. 3528, succursale C, Ottawa, Canada K1Y 4G1.

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2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT (\$150,000).
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Name/Nom \_\_\_\_\_  
Address/Adresse \_\_\_\_\_  
City/Ville \_\_\_\_\_ Province \_\_\_\_\_ Code \_\_\_\_\_



# CHERCHONS

## CERVEAUX POUR LA RECHERCHE



Nous sommes à la recherche de grands esprits s'intéressant à la recherche.

C'est pourquoi Northern Telecom a conçu le Programme d'interaction avec les universités, grâce auquel des chercheurs universitaires résolument tournés vers l'avenir sont jumelés à des experts en technologie de Northern Telecom afin de développer en commun des projets de recherche en science et technologie. Cet important échange d'information, d'idées, d'expérience et de technologie est vital pour l'avenir au Canada d'une culture scientifique et technologique à la fois vigoureuse et innovatrice.

Ainsi, quelques-uns des plus grands esprits des universités suivantes participent cette année à des projets stimulants : Concordia, Manitoba, McMaster, Memorial, Nouveau-Brunswick, Ottawa, École Polytechnique, UQAM, UQTR, Queen's, Saskatchewan, St. Mary's, T.U.N.S., Toronto, Waterloo et Western Ontario.

Si vous désirez participer au développement de projets de recherche coopérative pour le Programme d'interaction avec les universités de 1990, veuillez communiquer avec :  
 Claudette MacKay-Lassonde, directrice  
 Éducation et Recherche universitaire  
 Northern Telecom Canada Limitée  
 2920 Matheson Boulevard East  
 Mississauga (Ontario) L4W 4M7  
 (416) 238-7296  
 Télécopieur : (416) 238-7825

**nt** northern  
telecom



applicant should send curriculum vitae and the names of three referees to: Dr. Norm Solomon, Acting Dean, Faculty of Business Administration, University of Western Ontario, N6B 3P4. FAX:

**UNIVERSITY OF MANITOBA, Faculty of Management.** Applications are invited in the areas of (i) accounting, (ii) finance and (iii) information systems. Rank is negotiable. Experience and graduate level is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research, teaching and supervision of undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open. July 1st closing when position is filled. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents of Canada. Applications should be sent to Dr. I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, R6R 2N2.

**BRANDON UNIVERSITY**, The Department of Business Administration invites applications at the Assistant Professor level for a full-time position (which could lead to a probational contract). The successful applicant should have business experience at the graduate level, and have completed graduate work in finance and information systems as well as in either mathematics or statistics. Minimum Qualifications: Ph.D. near completion or M.B.A. (preferably in finance) plus experience. Salary range for Assistant Professor: \$47,723. Effective date of appointment: August 15, 1990. Closing date for applications: July 1, 1990. For consideration, please send resume and references, in confidence and under subject to operating grant approval and, in accordance with Canadian immigration regulations, this position is open to Canadian citizens, permanent residents and permanent residents. Both men and women are encouraged to apply. Please enclose for letters of reference to be sent to: Dr. Peter John C. Hordern, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, Canada S7N 4A9.

[illegible]

at Western Ontario, London, Ontario, NEA member. He is a full faculty position teaching Management Communications in undergraduate and graduate business programs. Depending on qualifications, the successful candidate will receive either a limited-term or permanent appointment. Requirements include a post graduate degree or equivalent business experience and expertise in various aspects of business communication. Practical experience in the business communication field is required. Application to commence July 1, 1990. Applications, including a detailed curriculum vitae, should be addressed to: Professor T.H. Deutscher, Associate Dean, Human Resources, The University of Western Ontario, London, Ontario, N6A 3K1.

**307.** Closing date for applications: April 30, 1990. Positions are subject to budget approval. The University of Western Ontario is an Equal Opportunity Employer.

**WILFRID LAURIER UNIVERSITY.** Applications are invited for positions in the areas of Accounting, Human Resources, Marketing, Operations and Decision Sciences and Policy for the 1990-91 academic year. Qualifications: PhD or ABD with teaching and research experience. Rank: Lecturer up to Full Professor. Salary and rank will depend on qualifications and experience. Applications accepted until positions are filled. Positions are subject to budget approval. Send applications to: Dr. Robert Craig, Associate Dean of Business, Schulich School of Business, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

**SAINT MARY'S UNIVERSITY.** The Faculty of Commerce invites applications for tenure track and limited term appointments in Marketing, Finance, Accounting, Commercial Law, Information Systems/Management, Science/Computing, Management (Entrepreneurship). Successful candidates must have strong research and teaching credentials in both undergraduate and graduate courses and Ph.D. in hand or near completion. Start date: September 1, 1995. Candidates eligible for employment in Canada at time of application are preferred. Saint Mary's University, Ottawa, Ontario.

equal employment opportunities to qualified applicants. Send curriculum vitae and three references to: Dr. J.C. Dodds, Dean of Commerce, Faculty of Commerce, Saint Mary's University.

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**McMASTER UNIVERSITY, Faculty of Business.** Applications are invited from candidates with qualifications in one or more of the following areas: (I) Accounting; (II) Finance; (III) Human Resources and Labour Relations; (IV) Marketing; (V) International Business/Business Policy; rank of Assistant, Associate, or Professor; depending on qualifications and experience. M.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. All positions subject to budgetary approval. Applications should be sent to: Dr. D. J. McLeod, Dean, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4L5.

## CHEMISTRY

UNIVERSITY OF ALBERTA. Faculty Position Organic Chemistry. The Department of Chemistry, University of Alberta invites applications for a tenure track Assistant Professor position in the area of Organic Chemistry. The successful candidate is expected to carry out an active and innovative research program. The Department has a strong reputation and a commitment to research students with a strong commitment to research which is supported by a full range of Departmental facilities including a 400 MHz NMR spectrometer, mass spectrometers, electronics, machine and glassblowing shops. Salary commensurate with experience and in accordance with Canadian immigration regulations. This advertisement is directed to Canadian citizens. For consideration, send your curriculum vitae, references and three recent photographs to: Dr. R. Kopecky, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G1 by July 3, 1990. The University of Alberta is committed to the principle of equal opportunity.

**THE UNIVERSITY OF BRITISH COLUMBIA**, Department of Chemistry, Research Centre for Environmental and Estuarine Science, is seeking well-qualified candidates for an appointment as a Research Associate in the ongoing research program examining the chemical defenses of marine organisms against lethal diseases caused by phytoplankton blooms, ii) herbivore grazing on zooplankton, iii) the role of dissolved organic matter in marine phytoplankton, and iv) the chemical defenses of marine invertebrates.

In natural products chemistry will demonstrate expertise in both synthesis and isolation of natural product structures derived from marine organisms. The successful candidate must have a Ph.D. degree and experience in chromatography to conduct 2D nmr experiments. Including reverse micelle extraction, sample collection, and v) chemical ecology.

Postdoctoral experience is preferred. Salary commensurate with qualifications offered immediately and will be initially \$40,000 per annum, rising to \$42,000 per annum. In accordance with Canadian immigration requirements, the University of British Columbia requires all employees to be either citizens or permanent residents. The University of British Columbia is committed to equal opportunity and encourages applications from women and minorities.

Please send your curriculum vitae and two references to Dr. C. Wong via e-mail at [cwong@chem.ubc.ca](mailto:cwong@chem.ubc.ca). The name of two references by April 1st, 2000 is required. Dr. C. Wong is Professor of Chemistry, University of British Columbia, 2038 Main Mall, Vancouver, BC V6T 1Z2 Canada.

THE UNIVERSITY OF BRITISH COLUMBIA, Department of Chemistry and Centre for Molecular and Interface Dynamics, Research Associate, Applications are invited from well-qualified candidates with a Ph.D. degree in Chemistry or Physics for an appointment as Research Associate to carry out research and development in the field of Electric Momentum Spectroscopy (EMS). The applicant should have extensive experience in the construction, design and

use of electron spectrometers as well as in electron optics, coincidence methods and laser spectroscopy. He has developed sensitive detectors for electron spectroscopy and has designed and constructed a new high resolution multi-channel EMS spectrometer for the study of the electronic excitation of species as well as molecules of biochemical interest. The appointment of Dr. C. E. Brien to the position of International Network of Centres of Excellence Programme will commence by September 1, 1990. He will be responsible for the administration of the programme from September 1, 1990 to September 30, 1991. He has qualifications in chemistry and experience in accordance with the Canadian immigration requirements, the ability to communicate with the general public and permanent residents. The University of British Columbia is committed to the federal Government's commitment to encourage the recruitment of immigrants and permanent residents. The University of British Columbia is committed to the federal Government's commitment to encourage the recruitment of immigrants and permanent residents. The University of British Columbia is committed to the federal Government's commitment to encourage the recruitment of immigrants and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA, Department of Chemistry, Research Associate. Organic chemist with Ph.D. required for synthesis of multienzyme liquid systems. Extensive back ground required in organic synthesis. Research required. The grant funding position will be initially for one year but renewable. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is open to permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Please send CV and two letters of reference to: Dr. J. H. Dineen, Department of Chemistry, University of British Columbia, Vancouver, British Columbia V6T 1Y6.

**UNIVERSITY OF ALBERTA, Research**  
Assistant in photodynamic therapy of  
cancer.  
Applicants must have a B.Sc. or  
equivalent an M.Sc. in organic chemistry  
and have experience in the following:  
synthesis and study of the mechanism  
of action of new photosensitizers and  
potential photodynamic therapy agents.  
Applicants should also have experience  
in computer simulation of E.P.R. spectra.  
Salary range, depending on qualifications  
and experience, \$18,000 to \$21,000.  
Applicants should arrange to have three  
letters of recommendation sent to  
Professors J. William Lown, Department of  
Chemistry, University of Alberta, Edmonton,  
AB, Canada, T6G 2G2. The University  
is an equal opportunity employer. The  
principle of equity to employment.

**CHEMISTRY &  
BIOCHEMISTRY**

**INSTITUT ARMAND FRAPPIER IN MONTE  
REAL.** Post-Doctoral Research Pos-  
tels in Organic Syntheses and  
Biochemistry. Applications are invited  
from qualified candidates with recent  
Ph.D. degree in one of the following  
areas: 1. organic chemistry syntheses,  
enzymology, 2. biochemistry. Pro-  
ductivity and quality of work will be  
determined by qualifications and ex-  
perience. Please send curriculum vitae  
and letters and telephone numbers from  
3 referees to the undersigned, from  
whom further particulars may be ob-  
tained. Professor Louis J. Zim, Jr., Frappier, 50  
Quebec Avenue, Montreal, P.Q. H3T  
5B4, Blvd. des Prairies, C.P. 100, Laval-  
des Rapides, Québec, Canada H7V 1B7. Fax:  
514-886-5501; Tel 514-687-5010 ext. 26

CHEMISTRY &  
CHEMICAL ENGINEERING

**UNIVERSITY OF NEW BRUNSWICK**  
Chairs in Pulp and Paper Research are available at the University of New Brunswick. The University is proposing to establish two Chairs in Pulp and Paper technology and to appoint two individuals to these positions. The Paper Research Center, Industrial funding has been committed by REPA (Research and Education Partnership Association) is seeking candidates for the positions of Chair and Associate Chair in Pulp and Paper. The University is affiliated with the Natural Sciences and Engineering Research Council. The Chair holder will be expected to have a minimum of 10 years of experience relevant to the pulp and paper industry and would be expected to develop a research program in the pulp and paper program in close collaboration with the pulp and paper industry in New Brunswick and Canada. Four strategic areas of research have been identified as: Alcohol and Chemicals, Pulp and Paper Technology, Resource, and Environmental Impact. The establishment of the Chairs and the development of the program will be supported by the Pulp and Paper Research Institute of Canada. It is anticipated that the successful candidate will be affiliated with one of our universities. The successful candidate will be provided with a level 10 position, a developed one as a senior (Professor), or the other as a junior (Associate or Assistant Professor). The position will be appointed in the Department of Chemical Engineering or Department of Chemical Engineering and Applied Chemistry commensurate with experience. C.V. and references should be sent to: Dr. J. L. 100-4593; Assistant Professor (\$43,900-\$54,000); Assistant Professor (\$34,900-\$40,000); Assistant Professor (\$34,900-\$40,000).

\$45,392, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity. Candidates should apply with a full curriculum vitae, names of three referees and a statement regarding their approach to research in the identified areas. Applications should be sent to: Chairman, Department of Chemical Engineering, The University of New Brunswick, P.O. Box 440, Saint John, N.B. A1B 4X6.

Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3; or, Chairman, Department of Chemistry, The University of New Brunswick, Bag Service No. 4522, Fredericton, N.B., E3B 6E2

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**COMPUTER SCIENCE**

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** Department of Computer Science. Applications are invited for a full-time, permanent position of Assistant or Associate Professor as a Visiting Appointment for sabbatical periods. The successful candidate will have established expertise in VLSI Design, Computer Graphics, Software Engineering, Networking, or in the areas of Networks and Communications or in Foundations of Computer Science. Applicants for these positions should have a Ph.D. or be nearing completion of a Ph.D. in the field and should be closely related to area. Duties and responsibilities will include conducting research, supervising graduate students as well as teaching graduate and undergraduate courses. Department has a good track record with 100% 3 MIPS M140 RISC processors, several DEC MICRO-VAXes, SUN workstations and a number of IBM PCs. The department is interconnected by Ethernut and running under 4.3 BSD-UNIX. The University is located in St. John's, Newfoundland, 8000 and three FAX:11765/5765. Computer systems on a cluster, a number of workstations with various systems network and having access to CAD/CAM facilities.

In Engineering, as well as the 1990 longhaul network. For more information, contact the person with qualifications. Applications will begin 1 September 1990 or the earliest possible date. To be considered for one of these positions please send your curriculum vitae and references to the addresses of these three referees to: See Committee, Department of Computer Science, Room N-1000, Memorial University of Newfoundland, St. John's, N. E. A. 1B6, Canada. Tel: 709-536-5595; E-Mail: elaine@garfield.mun.ca. Tel: 709-736-627; Fax: (709) 737-4569. In addition, please send your curriculum vitae to the following. First consideration will be given to those applicants who at the time of application are Canadian citizens or permanent residents of Canada.

Two tenure track appointments at Assistant Professor level beginning in 1997. The successful candidates will be the graduate and undergraduate level with primary interests in: (i) Logic Design and VLSI, (ii) Original Research in Computer Systems Analysis and Design, Secondary interests in Computer Vision, Robotics, and (iii) Computer Architecture. Computer Science, or Numerical Analysis is desirable. The Successful candidates should have a Ph.D. and offers B.Sc.(C.S.), M.Sc.(C.S.) Ph.D. degrees. An applicant must have completed at least one or more of the above areas of Computer Science. Salaries will be commensurate with the qualifications and experience of the applicant who should be able to teach at the graduate level of this degree. These positions are subject to budgetary approval. The University of Regina is an equal opportunity employer. The principle of employment applies in accordance with Canadian Immigration laws. The University is an equal opportunity employer directed to Canadian citizens and permanent residents of Canada. It should be noted that the University of Regina Computer Science at UNR becomes the Faculty of Computer Science on May 1, 1997. Dr. W. H. Wesson, Director, School of Computer Science, University of New Brunswick, Fredericton, N.B. Canada, E3A 5A3, Phone (506) 453-5666; Fax (506) 453-5667.

**UNIVERSITY OF TORONTO, Research Associate in Robot Vision.** The Government of Canada has established a series of Centres of Excellence in Robotics (Institute for Robotics and Intelligent Systems), with one of its projects ("Active Vision for Mobile Robots") based in the Department of Computer Science at the University of Toronto. Research Associate position is available for up to four years, with funding guaranteed for up to four years. Successful applicant must hold a Ph.D. in Computer Science or Electrical Engineering with specialty in areas related to robot vision, and must possess

a strong research record. Experience with Stereo-vision robot heads would be an important asset. Ideal candidates have broad interests and talents across such areas as biological models of vision and motor control, computational vision

active image understanding, attention and perception, robot navigation, and robot learning. For more information, contact: Dr. G. Cornelii, Department of Computer Science, University of Toronto, 270 Spadina Avenue, Toronto, Ontario M5S 1A4, Canada. In accordance with Canadian Immigration regulations, the University of Toronto offers permanent and temporary visas to permanent residents of Canada. The University of Toronto encourages women to apply for positions.

**UNIVERSITY OF TORONTO, Research Associate Position**  
The University of Toronto is seeking a Research Associate position based in the Department of Computer Science, University of Toronto. The successful applicant must hold a Ph.D. in Computer Science or a related field. The position involves research in the areas of expert systems, and have at least three years of postgraduate research experience in the area of expert systems. The position will include the supervision of the development of an expert system for real time robot navigation and participation in an Industry-based Research and Development project. The successful applicant will be responsible for developing expert systems for process control applications. Applications should be submitted to: Dr. G. Cornelii, Department of Computer Science, University of Toronto, 270 Spadina Avenue, Toronto, Ontario M5S 1A4, Canada. In accordance with Canadian Immigration regulations, priority will be given to permanent residents of Canada. The University of Toronto encourages both women and minorities to apply for positions.

UNIVERSITY OF OTTAWA, Department of Computer Science, invites applications for tenure-track positions. A Ph.D. in Computer Science of a closely related field is required. Research strengths are these, artificial intelligence, distributed computing, robotics, simulation, and theory. We are also interested in enhancing research strengths in programming languages, systems and software engineering. Responsibilities will include teaching the undergraduate and graduate level research and administrative duties. The University of Ottawa is an equal opportunity institution. Canadian Immigration regulations (this advertisement is addressed to Canadian citizens or land

immigrants. Applications will be accepted until the positions are filled. To apply, send curriculum vitae (and three letters of reference sent direct to Iven Rival, Chairman, Department of Computer Science, University of Ottawa, Ottawa, Ontario K1N 6N5.

**Drivale, Université du Québec** (Département d'Informatique, recherche, présente pour des professeurs à temps plein ou à temps partiel un poste de professeur (de préférence). Nos spécialistes de recherche sont : intelligence artificielle, informatique, informatique industrielle, informatique personnelle, informatique sociale. Nous sommes particulièrement intéressés à recruter des personnes qui désirent approfondir les domaines des bases de données, des systèmes d'exploitation, des systèmes de temps réel et génie des logiciels. Les candidats doivent posséder un diplôme de premier cycle au niveau du baccalauréat et une maîtrise, de la recherche, et des charges administratives. Le bilinguisme est un atout. Pour plus d'information sur la migration cette annonce vise les citoyens cendans ou immigrants récents qui ont des compétences et des connaissances que les postes ne seront pas remplis. Envoyez votre curriculum vitae (ainsi que les lettres de recommandation) à : Ivan Rivet, Directeur, Département d'Informatique, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

## CONTINUING EDUCATION

**UNIVERSITY OF MANITOBA.** Adult Continuing Education, The Continuing Education Division, invites applications for a full-time position as the instructor in the Adult Continuing Education Program. The position involves the design and implementation of professional development programs, workshops, seminars and courses in partnership with related business, community, and educational groups in the province. The position is a key role in the development in social services or other related areas. Responsibilities may include:

- planning and coordinating the publishing in adult continuing education programs;
- supervising and training staff and applicants should have a minimum of three years experience in the publishing of a content area related to the above responsibilities;
- developing and presenting a wide available experience in development and administering post-secondary continuing education programs;
- working effectively with diverse groups and to develop programs in a variety of media;
- demonstrating initiative, flexibility, and interpersonal skills are important. Salary commensurate with experience and performance. Appointment effective September 1, 1990. For consideration, the applicant must submit a resume and cover letter to the Human Resources Department, The University encourages women and men to apply for positions. The University has an affirmative action policy. For more information on requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date is May 15, 1990. Interested candidates should send their curriculum vitae and cover letter to the Human Resources Department, The University of Manitoba, 188 St. James Street, Winnipeg, MB R6P 2T6.

**Adult Continuing Education Division**

University of Manitoba, Winnipeg  
Manitoba, Canada R3T 2N2.

## COUNSELLING SERVICES

MEMORIAL UNIVERSITY OF NEW  
FOUNDLAND, St. John's, A. B.

**OUNCLAND.** Counselling and Guidance Services, University of Calgary, Psychology/Assistant Professor, Counselling Qualifications, Doctorate in Guidance, 1976, University of Alberta, a recognized university. One year term appointment in the University Counselling Centre, Memorial University, St. John's, Newfoundland, seeking a generalist who has additional interest and experience in cross-cultural issues and in career planning, health-oriented counselling. In addition to a Ph.D. in Guidance, a minimum of 3 years' experience in a graduate-level disciplinary training program and a newly developed predoctoral internship plus 2 years' experience in a university-level group counselling responsibility across a broad spectrum of student concerns. Graduate work must be in a field with negotiable demand on qualifications and experience. Address change: Dr. R. B. MacLennan, University of Calgary, Professor and Director, University Counselling Centre, Memorial University, St. John's, NL A1B 4X6, Canada. Tel: 557. In accordance with Canadian immigration requirements this advertisement is open to all qualified persons of any race and permanent residents of Canada.

**UNIVERSITY OF CALGARY, University of Calgary.** The University of Calgary Counselling Services invites applications for a full-time position effective August 1990. Necessary qualifications include a Ph.D. in Guidance, 3 years' experience in a related discipline, excellent counselling skills and knowledge across a broad range of student concerns. Successful candidates will deliver academic and personal self-development programs, and will be involved in career and personal development. University Counselling Services provides a broad range of services to students and faculty. An excellent working environment is accredited by the International Association of Counseling Services (IACSS). A relocation package is available. In accordance with Canadian immigration requirements this advertisement is open to all qualified persons of any race and permanent residents of Canada. The University of Calgary has an employment equity policy and encourages applications from all qualified candidates, including women, aboriginal people, persons with physical and mental disabilities. Applicants should submit curriculum vitae and have three letters of reference from persons in the field of career, personal, and health-oriented counselling. Send to: University of Calgary, Alberta, Canada T2N 1N1.

## CREATIVE WRITING

[illegible]

particularly encouraged to apply:

## DENTISTRY

**UNIVERSITY OF ALBERTA** Faculty of Dentistry Applications are invited for a full-time first-year dental academic position in the Department of Stomatology and the University of Alberta, Edmonton, effective as of July 1, 1990. Responsibilities include research and teaching duties, and supervision of dental practice residents. The position requires a minimum of a D.M.D. in dental radiological surgery from an accredited institution and eligibility for licensure in the province of Alberta. Appointment to Section Chair of Oral Maxillofacial Surgery available to qualified candidates. Salary commensurate with education and experience. Send resume to: Dr. J. G. Baker, Director, Faculty of Dentistry, University of Alberta, 116 St. James St., Edmonton, Alberta T6N 2N8. The University of Alberta is an equal opportunity employer. The principle of equity in employment is

## DRAMA

**QUEEN'S UNIVERSITY**, Department of Drama. Applications are invited for a nine-month appointment at the Assistant Professor level beginning September 1990. A Ph.D. (completed or near completion) in Drama is required. The successful candidate will be expected to teach and to conduct research in the field of drama. The position is open to persons of all ethnic backgrounds and sexual orientations. For consideration, send curriculum vitae and three references to: Department of Drama, Queen's University, Kingston, Ontario, Canada K7L 3N6. Review of applications will begin on November 1, 1989. Please indicate if you are a woman or a person of color.



**McMASTER UNIVERSITY, Department of Mechanical Engineering.** Applications are being sought from Ph.D. degree holders for two tenure track faculty positions in the Department of Mechanical Engineering at McMaster University, one



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University of British Columbia, 300-6174 University Boulevard, Vancouver, B.C. V7T 1W5. In accordance with the Immigration requirements priority will be given to Canadian citizens and permanent residents of the Federal Government. Salary is subject to final budgetary approval. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Salary commensurate with qualifications and experience.

**UNIVERSITY OF QUEEN'S Assistant Professor in Microbiology.** Starting date: August 1, 1990. A one year contract with limited teaching appointment at the Assistant Professor level is available in the Department of Microbiology at the University of Queen's. The incumbent will teach two courses per semester to undergraduate students and supervise research as Introductory microbiology, bacterial physiology, immunology, microbial ultrastructure, host-pathogen interactions, virology or bacterial genetics. Teaching assignments will be assigned in accordance with the expertise of the candidate. The salary is negotiable, subject to final budgetary approval. Applicants should send a curriculum vitae, a list of references, and a letter of recommendation from a microbiologist to the Department of Microbiology or a related discipline and indicate interest in teaching undergraduate students. Applications from individuals who have recently retired from academic positions will be welcome. Please send a letter of application, a curriculum vitae, and the names of three persons who can provide professional references have been requested to Dr. H. Bernhard, Chair, Department of Microbiology, University of Queen's, Kingston, Ontario N1G 2W1. Canada. Telephone: (613) 824-2222. Applications should be received by May 10, 1990. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Queen's is an equal opportunity employer, ensuring that no person is denied university employment opportunities or benefits for reasons related to race.

**UNIVERSITY OF SASKATCHEWAN.** Chair, Department of Microbiology. Applications are invited to the position of Professor and Head of the Department of Microbiology at the University of Saskatchewan. The Head is expected to promote and build an active research program in microbiology, including microbial genetics, virology or immunology. The Department Head has combined research and teaching responsibilities in a senior position in the department within the College of Microbiology in the University of Saskatchewan. The department's service responsibilities include bacteriology, serology, mycology, parasitology, mycobacteriology, and clinical immunology and HLA tissue typing. The department has teaching responsibilities in the health sciences and related fields, Occupational Therapy, Nursing, Pharmacy and Biological Sciences. The department offers a postgraduate degree program at the M.Sc. and Ph.D. levels in Microbiology in the College of Microbiology. The thirteen member faculty includes microbiologists, immunologists, and molecular biologists. Clinical Infectious Disease physicians in the University Hospital are closely associated with the department. Potential applicants should send a curriculum vitae, a list of references, and a letter of recommendation from a microbiologist to the University of Saskatchewan, 6103 Health Sciences Bldg., Saskatoon, Sask. S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## MOLLECULAR BIOLOGY

**McGILL UNIVERSITY, Assistant Professor (Tenure Track) (Biochemistry/Molecular Biology).** The Faculty of Medicine, Division of Surgical Research, McGill University, Montreal, is seeking a Biochemist/Molecular Biologist to join a Surgical Oncology/Metastasis Research group. The group which consists of basic scientists and surgical oncologists in the Department of Surgery was established to investigate cellular, molecular and immunological aspects of cancer metastasis in a laboratory-hospital setting. The successful candidate is expected to establish his/her own externally funded research program and interact with other members of the research group. A Ph.D. in Biochemistry or Molecular Biology with related postdoctoral experience are required. Salary will be commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be submitted to: Dr. Booth, Dept. Surg. New Brunswick, 3800, St. Joseph St., Montreal, Quebec, H3T 1M4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

**UNIVERSITY OF SASKATCHEWAN, Division of Experimental Surgery, McGill University, Montreal.** A Ph.D. in Microbiology or related field is required. Established group of basic scientists and clinical researchers in the field of defense mechanisms in surgical patients with major interests in cytokines, adhesion molecules, membrane receptors and signal transduction. The successful applicant will have to fulfill the requirements for tenure for the next 5 years. The successful candidate will be established as a strong independent funded research project in a related

area, for which adequate space and start-up funds are available. A joint appointment to the Department of Microbiology and Immunology, McGill University, with access to that Department's expertise in cytokines and adhesion molecules is preferred. Ph.D. or equivalent. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Submit curriculum vitae and names of three referees to: Dr. Nicolas Chedoke, Royal Victoria Hospital, 687 Pine Ave. W., Room 3103, Montreal, Quebec, Canada, H3A 1A1, or Dr. Julien Gosselin, Department of Experimental Surgery, McGill University, 740 Dr. Penfield Ave., Montreal, Quebec, Canada, H3A 1A1.

## MUSIC

**UNIVERSITY OF ALBERTA, Department of Music.** Applications are invited for an eight-month (September 1, 1990 - April 30, 1991) non-renewable appointment in Music Theory and Composition. Applicants should have a completed doctorate or equivalent professional training and experience. Duties will include core teaching of undergraduate and graduate students in theory and composition. Letters of application, curriculum vitae, and confidential letters of reference, and a list of a sample of graduate work should be sent to the Department of Music, University of Alberta, 382 Fine Arts Building, Edmonton, Alberta, T6G 2G9. Applications should be received by September 1, 1990. Application deadline: September 1, 1990. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta (FAX: 403-492-7219).

## NATIVE STUDIES

**DALHOUSIE UNIVERSITY, Native Studies Instructor.** Applications are invited for a half-time, three-year, limited term, probationary position. The incumbent will teach one course in Native Studies and act as a teaching assistant in other Native Studies courses. The position is located in the Department of Native Studies, Dalhousie University, Halifax, N.S. B3H 4S5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University has a policy of affirmative action with respect to the employment of women.

## NURSING

**THE UNIVERSITY OF OTTAWA School of Nursing** offers two Generic Baccalaureate Programs (English and French) leading to a Postgraduate Program. A Master of Science in Nursing program focusing on Advanced Nurse Practitioner in Primary Health Care in Tertiary Care is currently being offered. The position is currently being advertised and is expected to be filled by a full-time track appointment. The position is located in the Department of Nursing, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Nursing, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Nursing, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5.

**UNIVERSITY OF NEW BRUNSWICK, Faculty of Health Sciences.** Post-nursing positions are available in the B.NRN Program. Work with Post-RN students. Experience in curriculum development and teaching preferred. Master's preparation essential. 2. Master's preparation essential. 3. Basic Baccalaureate program. Doctoral preparation preferred. Master's preparation essential. 4. Ph.D. or equivalent. 5. Teaching ability in one or both of the following areas: a) Clinical nursing, b) Research. 6. Salary will be commensurate with qualifications and experience. Registration with the Ontario College of Nurses is required. The University of Ottawa has an employment equity program. Application and inquiries should be directed to: Dr. D. A. Klock, Associate Dean, Faculty of Health Sciences, Director, School of Nursing, University of Ottawa, 451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5.

**UNIVERSITY OF BRITISH COLUMBIA School of Nursing** invites applications for openings in September, 1990, for faculty positions in the following areas: a) Clinical nursing, b) Research. The successful candidate will be responsible for teaching undergraduate and graduate programs in a related discipline. A Ph.D. or equivalent is required. Salary will be commensurate with qualifications and experience. Applications should be sent to: Dr. J. M. Smith, Director, School of Nursing, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5.

will be expected to establish a program of research and publication. Candidates should be eligible for registration with the R.N.A.B.C. and rank will depend upon qualifications and experience, but should be at least at the level of a full-time track appointment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Submit curriculum vitae and names of three referees to: Dr. J. M. Smith, Director, School of Nursing, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5.

**UNIVERSITY OF ALBERTA, Department of Nursing.** Applications are invited for a probationary (tenure track) position in the School of Nursing. This position focuses on the instruction of introductory courses. The candidate is expected to have a M.Sc. in Nursing and be eligible for registration in the College of Nurses of Ontario. The candidate will teach in an integrated undergraduate and graduate program in the area of specialization. Previous experience in adult and distance education as well as previous teaching introductory courses would be an asset. Applicants should send a curriculum vitae and the names of three referees to: Dr. D. Anne L. Common, Dean of Professional Studies, University of Alberta, 382 Fine Arts Building, Edmonton, Alberta, T6G 2G9. Applications should be received by September 1, 1990. Application deadline: September 1, 1990. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta (FAX: 403-492-7219).

## NUTRITION

**ST. FRANCIS XAVIER UNIVERSITY, The Department of Nutrition.** Applications are invited for a full-time, three-year, limited term, probationary position. The incumbent will teach one course in Nutrition and act as a teaching assistant in other Nutrition courses. The position is located in the Department of Nutrition, St. Francis Xavier University, Antigonish, N.S. B9G 1X6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. St. Francis Xavier University has a policy of affirmative action with respect to the employment of women.

## PATHOLOGY

**UNIVERSITY OF BRITISH COLUMBIA, Department of Pathology.** The University of British Columbia seeks a Research Associate for a position at the University of British Columbia. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5.

**UNIVERSITY OF BRITISH COLUMBIA, Department of Pathology.** The University of British Columbia seeks a Research Associate for a position at the University of British Columbia. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5.

**QUEEN'S UNIVERSITY, Hotel Dieu Hospital, Kingston General and Anatomical Pathology.** Applications are invited for a full-time, three-year, limited term, probationary position. The incumbent will teach one course in Pathology and act as a teaching assistant in other Pathology courses. The position is located in the Department of Pathology, Queen's University, Kingston, Ontario, Canada K7L 3N6.

**Hotel Dieu Teaching Hospital, Kingston** is a University Town, centrally located on the shores of Lake Ontario. This is a one of a kind opportunity. But applicants may be eligible for permanent appointment. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pathology, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5.

## PHARMACEUTICAL SCIENCES

**THE UNIVERSITY OF BRITISH COLUMBIA, Faculty of Pharmaceutical Sciences.** Applications are invited for two positions, one tenure track and one non-tenure track. The incumbent will teach one course in Pharmaceutical Sciences and act as a teaching assistant in other Pharmaceutical Sciences courses. The position is located in the Department of Pharmaceutical Sciences, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pharmaceutical Sciences, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pharmaceutical Sciences, University of British Columbia, 2180 Main Mall, Vancouver, B.C. V6T 2A5.

## PHARMACY

**UNIVERSITY OF SASKATCHEWAN, Faculty of Pharmacy.** The University of Saskatchewan is seeking applicants for a permanent position in the Department of Pharmacy. The position is located in the Department of Pharmacy, University of Saskatchewan, Saskatoon, Sask. S7N 0W0. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pharmacy, University of Saskatchewan, Saskatoon, Sask. S7N 0W0. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Pharmacy, University of Saskatchewan, Saskatoon, Sask. S7N 0W0.

**THE UNIVERSITY OF MANITOBA, Faculty of Medicine.** Applications are invited for a full-time, three-year, limited term, probationary position. The incumbent will teach one course in Medicine and act as a teaching assistant in other Medicine courses. The position is located in the Department of Medicine, University of Manitoba, Winnipeg, Manitoba, Canada R2V 1A9. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Medicine, University of Manitoba, Winnipeg, Manitoba, Canada R2V 1A9. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Medicine, University of Manitoba, Winnipeg, Manitoba, Canada R2V 1A9.

**PHILOSOPHY**  
**BISHOP UNIVERSITY.** Applications are invited for a one-year appointment at the position of assistant professor level in the Department of Philosophy. The incumbent will teach one course in Philosophy and act as a teaching assistant in other Philosophy courses. The position is located in the Department of Philosophy, Bishop's University, Lennoxville, Quebec, J1M 2Z7. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Philosophy, Bishop's University, Lennoxville, Quebec, J1M 2Z7. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Philosophy, Bishop's University, Lennoxville, Quebec, J1M 2Z7.

**WILFRID LAURIER UNIVERSITY, Department of Philosophy.** Applications are invited for a one-year appointment at the position of assistant professor level in the Department of Philosophy. The incumbent will teach one course in Philosophy and act as a teaching assistant in other Philosophy courses. The position is located in the Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 2C5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 2C5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 2C5.

## ETHICS AND HUMAN VALUES

**UNIVERSITY OF WESTERN ONTARIO, The Institute** in interdisciplinary research and public education concerning social, legal, theological and philosophical dimensions of human life and institutions. The Institute is seeking applicants for a permanent position in the Department of Ethics and Human Values. The position is located in the Department of Ethics and Human Values, University of Western Ontario, London, Ontario, Canada N6G 2K3. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Ethics and Human Values, University of Western Ontario, London, Ontario, Canada N6G 2K3. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Ethics and Human Values, University of Western Ontario, London, Ontario, Canada N6G 2K3.

## PHYSICAL EDUCATION

**UNIVERSITY OF CALGARY, Early Childhood Education.** Applications are invited for a full-time, three-year, limited term, probationary position. The incumbent will teach one course in Early Childhood Education and act as a teaching assistant in other Early Childhood Education courses. The position is located in the Department of Early Childhood Education, University of Calgary, Calgary, Alberta, T2N 1N4. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Early Childhood Education, University of Calgary, Calgary, Alberta, T2N 1N4. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Early Childhood Education, University of Calgary, Calgary, Alberta, T2N 1N4.

**Equation & Athletics of Memorial University** invites applications for one or more tenure track positions plus other positions in the Department of Physical Education. Applicants will be expected to have a doctoral degree in a related field and to have completed a Ph.D. in the field. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year.

**WILFRID LAURIER UNIVERSITY, Department of Philosophy.** Applications are invited for a one-year appointment at the position of assistant professor level in the Department of Philosophy. The incumbent will teach one course in Philosophy and act as a teaching assistant in other Philosophy courses. The position is located in the Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 2C5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 2C5. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 2C5.

## PHYSICS

**UNIVERSITY OF ALBERTA** Applications are invited for two research positions that are expected to occur in our atomic and molecular physics programs. The positions will be for a postdoctoral fellow and a research associate. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year. The successful candidate will be expected to have a minimum salary of \$33,192 - \$65,700 per year.

## PHYSIOLOGY

**THE UNIVERSITY OF MANITOBA, Molecular Biology in Cardiovascular Physiology.** Applications are invited for a full-time, three-year, limited term, probationary position. The incumbent will teach one course in Molecular Biology in Cardiovascular Physiology and act as a teaching assistant in other Molecular Biology in Cardiovascular Physiology courses. The position is located in the Department of Molecular Biology in Cardiovascular Physiology, University of Manitoba, Winnipeg, Manitoba, Canada R2V 1A9. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Molecular Biology in Cardiovascular Physiology, University of Manitoba, Winnipeg, Manitoba, Canada R2V 1A9. The position is expected to be filled by a full-time track appointment. The position is located in the Department of Molecular Biology in Cardiovascular Physiology, University of Manitoba, Winnipeg, Manitoba, Canada R2V 1A9.



vertebrates. Individuals with expertise in recombinant DNA technology are particularly encouraged to apply. Applicants should possess a Ph.D., preferably postdoctoral experience. Demonstrable ability in both teaching and research

and supervision of undergraduate  
graduate students, and the develop-

of an independent research program. Invertebrate zoology, and possibly aquatic biology, will be an advantage. Participation in a graduate course in molecular (DNA) methods and techniques is also a possibility. Applicants must submit a curriculum vitae, copies of publications and arrange to have two letters of recommendation submitted no later than 15 June, 1990 to: Dr. D. Noakes, Acting Chair, Department of Zoology, University of Guelph, Guelph, Ontario N1G 2W1; Telephone: (519) 824-4120, Ext. 3598; FAX: (519) 767-1300. Zoology is one of six departments in

terests from molecular biology  
ecosystems. The

ecologists. The Department of Zoology, Fisheries, Marine Biology and Wildlife Zoology. There are approximately 35 faculty members, whose research interests span the range from general physiology to population ecology, to the full range of vertebrate and invertebrate animals. This position is subject to budgetary approval. In accordance with Canadian immigration requirements, advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to ensuring that no person

denied University employment opportunities or benefits for reasons unrelated to ability.

**FACULTY EXCHANGE**  
**FACULTY EXCHANGE CENTRE**, a nonprofit organization established in 1961, helps (1) college and university professors to exchange teaching positions and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individuals as well as colleges and universities. For more details send self-addressed envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603; 717/393-1131.

## ACCOMMODATION

**SABBATICAL ON FRENCH RIVIERA.** Comfortable, modern, three-bedroom seaside villa. Between two fishing villages. Near perched villages & university centres: Marseilles, Aix, Nîmes. Fully furnished/equipped. Private courtyard. Excellent beach. Breakfast

\$900 monthly plus utilities. (416) 422-5711  
evenings

**LONDON, ENGLAND: Two Bedroom For**  
In pleasant area of North London for sale from 1990. To summer, 1991, fully furnished, modern kitchen, gas central heating and appliances including washing machine; 25 minutes from University of London by public transport; suitable for academic on sabbatical leave; for further information contact:

**VISITING TORONTO** 2nd and Breakfast

**FOR RENT FOR VISITING PROFESSOR:**  
A luxury four bedroom, four bathroom house located near Avenue Road and I-401 highway - easily accessible to either University of Toronto or York University. Please contact Dr. Mickle at 416-736-5651 or 485-3591.

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# Noticeboard

**FREEDOM OF EXPRESSION AND DEMOCRATIC INSTITUTIONS.** Centre for Constitutional Studies, University of Alberta presents The Third National Conference on Constitutional Affairs: Hilton International Edmonton, April 19-21, 1990. Topics include: Freedom of Expression and the Administration of Justice, Liberty, Equality and Objectivity, Government, Secrecy, Racism, Incitement, Demoralization and Picketing; Freedom of Speech and the Electoral Process, Commercial Speech; Damage to Reputation; Observations and Recurring Themes. For further information please contact: Christine Uchuhart, 4th Floor Law Centre, University of Alberta, Edmonton, Alberta, T6G 2G6. Tel: (403) 492-5681. FAX: (403) 492-5681.

**LA LIBERTÉ D'EXPRESSION ET LES INSTITUTIONS DÉMOCRATIQUES.** Centre d'études constitutionnelles, Université de l'Alberta présente La Troisième Conférence Nationale Sur Les Affaires Constitutionnelles. Hilton International Edmonton, le 19-21 avril, 1990. Sujets couverts: La Liberté d'Expression et l'Exercice de la Justice; Liberté, Équité et Objectivité; Les Secrets d'État; Incitation au Racisme; Manifestations et Piquetage; La Liberté d'Expression et le Processus Électoral; Le Discours Commercial; Atteinte à la Réputation; Remarques et Thèmes Liés. Edmonton, Alberta, 19-21 avril, 1990. Plus de détails communiquez avec: Christine Uchuhart, 4th Floor Law Centre, University of Alberta, Edmonton, Alberta, T6G 2G6. Tel: (403) 492-5681. FAX: (403) 492-5681.

**DEALING WITH VIOLENCE AND DISRUPTIVE BEHAVIOUR ON CAMPUS** is the theme of a conference to be held at Concordia University June 6-8, 1990. The conference programme will address the issues related by the campus community to a variety of perspectives. The conference will interest senior administrators responsible for policy development as well as those actively involved in the handling of individual cases (Health, Counselling and Student Services, Ombudspersons, Security and Human Resources personnel, Legal Counsel, and Disciplinary Officers). Registration is \$195 CND. Further information: Pat Berger, Ombudsman Office, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, QC H3G 1M6. Tel: (514) 343-4964. FAX: 514-343-4964. Email: Ombuds@VAX2.CC.CONC.CA

**VIOLENCE ET COMPORTEMENTS DÉSTRUCTIFS SUR LE CAMPUS** est le thème du colloque qui aura lieu à l'Université Concordia du 6 au 8 juin 1990. Le colloque étudiera ces questions à partir de différentes perspectives. Il s'adresse aux administrateurs et administratrices chargés de l'élaboration de politiques ou qui ont directement à traiter de cas particuliers. Services de santé, Services d'orientation, Services aux étudiants, Bureau de l'ombudsman, Protection publique, Ressources humaines, conseillers juridiques et responsables de la discipline. Le colloque se déroulera en anglais. Les frais d'inscription sont de 195 \$ CAN. Renseignements: Mme Pat Berger, bureau de l'ombudsman, Université Concordia, 1455, boulevard de Maisonneuve ouest, Montréal (Québec) H3G 1M6. Téléphone: (514) 343-4964. FAX: 514-343-4964. E-mail: Ombuds@VAX2.CC.CONC.CA

**PRIDE CANADA'S SIXTH ANNUAL NATIONAL CONFERENCE ON TOBACCO AND DRUGS** "The 90's: Building a Drug Free Canada", May 10-12, 1990, Winnipeg Convention Centre, Winnipeg, Manitoba. 1200 - 1500 participants will come together to hear over 65 international, national and local experts, covering a wide range of topics. PRIDE CANADA encourages community input. An ideal team would be 5 youth, 3 parents and 2 teachers or other community members. TOGETHER WE CAN MAKE A DIFFERENCE.

**FERENCE.** Contact: Prida Canada Inc., Centre of Pharmacy, University of Saskatchewan, Saskatoon, Sask. S7N 0W0. Telephone: (306) 975-3755. Toll-free: 1-800-667-3747.

**CALL FOR PROGRAMS.** Canadian Guidance and Counselling Association Conference, May 22-24, 1991. The Nova Scotia Hilton, Halifax, Nova Scotia. Conference organizers are particularly seeking presentations that emphasize the theme, "Side by Side: Helping Professionals Work Together", as well as practitioner-oriented "how to" sessions, that provide descriptions of techniques and case examples. Deadline for submissions: September 30, 1990. Program proposals and available by contacting: CGCA Conference Program Planning, c/o Laurie Edwards, Nova Scotia Department of Advanced Education & Job Training, P.O. Box 2036, Station M, Halifax, Nova Scotia B3J 3B7. Telephone: (902) 424-5163. FAX: (902) 424-0511.

**THE ASSOCIATION OF CANADIAN COLLEGE AND UNIVERSITY OMBUDSPERSONS** will hold its annual conference on 10-13 at Université Laval, Québec City. For information: Lucien Huot, Ombudsman, Université Laval, Cité Universitaire, Québec, Qc. G1K 7P4. Tel: (514) 343-4964. FAX: (514) 343-4964. Email: Ombuds@VAX2.CC.CONC.CA

**L'ASSOCIATION DES OMBUDSMANS DES UNIVERSITÉS ET COLLEGES DU CANADA** tiendra sa conférence annuelle du 10 au 13 juin prochain à l'Université Laval, Québec. Pour l'information: Lucien Huot, Ombudsman, Université Laval, Cité Universitaire, Québec, Qc. G1K 7P4. Tel: (514) 343-4964. FAX: (514) 343-4964. Email: Ombuds@VAX2.CC.CONC.CA

**INDUSTRIAL RELATIONS LEGISLATION** is a review of the federal and provincial legislation of general application governing collective bargaining in the private sector. It covers major provisions such as those on certification of unions, government intervention during unsuccessful negotiations, conditions for legal strikes, strike replacements, check-off of union dues, and provisions having to do with essential services and technological change. 1990 Edition, spiral bound, 64 pages. CGPC Code - 014101. Price: \$16.00. Available from: Canadian Government Publishing Centre, Ottawa, Ontario, K1A 0S5. Fax: (613) 994-1458. Tel: No. (613) 956-4602. Also available through commercial bookstores associated with CGPC or through your local bookseller. There is shipping and handling charge. It is ordered through CGPC.

**EMPLOYMENT STANDARDS LEGISLATION IN CANADA.** Report on minimum employment standards for the private sector established by federal, provincial and territorial legislation. It contains analytical texts and charts on topics such as the statutory school-leaving age, the minimum age for employment, minimum wages, equal pay, parental leave, overtime work and overtime pay, weekly rest-day, annual vacations with pay, general holidays, termination of employment and the recovery of unpaid wages. 1990 Edition, spiral bound, 119 pages. CGPC Code - 014201. Price: \$20.00. Available from: Canadian Government Publishing Centre, Ottawa, Ontario, K1A 0S5. Fax: (613) 994-1458. Tel: No. (613) 956-4602. Also available through commercial bookstores associated with CGPC or through your local bookseller. There is shipping and handling charge. It is ordered through CGPC.

**LEGISLATION EN MATIÈRE DE RELATIONS INDUSTRIELLES AU CANADA.** Un compte rendu des lois fédérales et provinciales de portée générale qui régissent les négociations collectives dans le secteur privé. On y décrit les principales dispositions légales relatives à la certification des syndicats, à l'intervention gouvernementale en cours de négociations collectives, aux conditions préalables à une grève légale, à l'utilisation de remplaçants

durant une grève, aux retenues des cotisations syndicales et des dispositions touchant les services essentiels et les châtiments technologiques. Édition de 1990: reliure spirale, 66 pages. Code CGPC - 014102. Prix: 16,00 \$. S'adresser au: Centre d'édition du gouvernement du Canada, Ottawa (Ontario) K1A 0S5. Télécopieur: (613) 994-1458. No de tél: (613) 956-4602. Également disponibles par l'entremise des librairies commerciales associées au CGPC ou de votre librairie. Il y a des frais supplémentaires pour expédition et manutention si elles sont commandées par le biais du CGPC.

**LA LEGISLATION EN MATIÈRE DE NORMES D'EMPLOI AU CANADA.** Un exposé des normes minimales d'emploi applicables au secteur privé prévues par les lois fédérales, provinciales et territoriales. On y trouve des textes analytiques et des charts sur des sujets tels que l'âge de la scolarité obligatoire, l'âge minimum d'admission à l'emploi, les salaires minimums, l'ajusté de la rémunération, les congés parentaux, la durée du travail et les heures supplémentaires, le jour de repos hebdomadaire, le congé annuel payé, les jours fériés payés, la cassation d'emploi et le recouvrement des salaires impayés. Édition de 1990: reliure spirale, 130 pages. Code CGPC - 014201. Prix: 20,00 \$. S'adresser au: Centre d'édition du gouvernement du Canada, Ottawa, Ontario, K1A 0S5. Télécopieur: (613) 994-1458. No de tél: (613) 956-4602. Également disponibles par l'entremise des librairies commerciales associées au CGPC ou de votre librairie. Il y a des frais supplémentaires pour expédition et manutention si elles sont commandées par le biais du CGPC.

**1990 CORRECTIONAL EDUCATION ASSOCIATION CONFERENCE.** A Global View: International Perspectives on Correctional Education. Vancouver, Canada, 8-11 July 1990. The primary themes are literacy and corrections, educational programs for young offenders, staff development, and research on and evaluation of prison education programs. Principal speakers include: Norval Morris U.

Chicago, Jack Katz (UCLA), Alan Wells (ALBU), Elizabeth Fabiano (Correctional Service of Canada), and Ian Benson (Home Office, England). For more information, write to 1990 CEA Conference, Office of Continuing Studies, Simon Fraser University, Burnaby, B.C. V5A 1S6 or telephone (604) 291-4214 for program information or 291-4910 for registration information.

**CANADIAN ASSOCIATION FOR COMMUNITY EDUCATION.** National Conference, May 3-5, 1990 at the Sheraton Hotel, Winnipeg, Manitoba, Canada. The CACE '90 Theme: Community Involvement - Community Change, Building The Healthy Community. The National Conference of the Canadian Association for Community Education will examine the processes through which citizens and agencies build healthy communities. Are you interested in attending this dynamic Community Education conference? To receive a brochure and registration form, contact: Dr. Bill Burgess, Office of Extension, Brandon University, Brandon, MB, Canada, R7A 6A9. Tel: (204) 727-7333.

**NO MORE SECRETS.** Exploring Pellets of Women's Re-Victimization: May 25-28, 1990, Toronto, Ontario, Canada. This national conference will explore the intersecting dimensions of early childhood trauma and the revictimization of women. Conference presenters include dynamic therapists, researchers and community organizers, such as: Robin Morgan, Shirley Turcott, and Judith Jordan. For registration contact Nancy Johnson of Community Resources and Initiatives, 285 Markham Street, Toronto, Ontario M5L 2G7. Tel: (416) 323-1323.

**SPIRITUAL DIMENSIONS OF HEALTH: TRANS-CULTURAL PERSPECTIVES.** June 29-30, 1990 University of Windsor, Windsor, Ontario. Contact: Dr. M.L. Drake, School of Nursing, University of Windsor, Windsor, Ontario, N9B 3P4. Tel: (519) 253-4232 Ext. 2272. Fax: (519) 973-7062.

**INTERDISCIPLINARY CONFERENCE ON TIME AND SPACE.** Sir Wilfrid Grenfell College (Memorial University of Newfoundland) will hold an interdisciplinary conference on the theme of "Time and Space" in Corner Brook, Newfoundland, on May 9-13, 1990. The conference will bring together scholars from across Canada and the U.S. and across disciplines, ranging from the natural

sciences to fine arts. Lectures by three distinguished speakers will highlight the four days of proceedings (the speakers are: Dr. Bradford A. Smith, Professor of Planetary Science, University of Arizona, Tucson, Dr. Juliette Fraser, Founder of the International Society for the Study of Time; and Dr. David Warren, Editor of the Jodry). Information from Professor Michael Coyne or Dr. Patrick Monaghan, Sir Wilfrid Grenfell College (MUN), Corner Brook, Newfoundland, A2H 6P9; Telephone: (709) 637-6200.

**CANADIAN SOCIETY FOR THE STUDY OF HIGHER EDUCATION.** Annual Conference - University of Victoria, June 3-6, 1990. The theme for the 1990 Conference will be "Higher Education and the Public Policy Agenda"; associated themes include "Quality in Higher Education" and "Multiculturalism in Higher Education". Further information from: John D. Osherson, Professor of Higher Education, The University of British Columbia, Vancouver, B.C. V6T 1W5. Telephone: (604) 226-5252; Tel: 604-226-6001.

**NATIONAL UNIVERSITY OF SINGAPORE FACULTY OF BUSINESS ADMINISTRATION LECTURERS/SENIOR LECTURERS/ASSOCIATE PROFESSORS**

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

Business Policy  
Business Policy and Strategy  
Managerial Economics and Industrial Organization  
International Economics and International Business  
Strategic Management

Decision Sciences  
Management Information Systems  
Operations and Production Management  
Operations Research/Statistics

Bank Management  
Accounting  
Financial Markets and Institutions

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one to two years may be considered.

Gross annual emoluments range as follows:

Lecturer \$550,390- 64,200  
Senior Lecturer \$558,680-100,310  
Associate Professor \$588,650-122,870

(C\$1.00 = \$1.57 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of \$1,000 or \$2,000, subsidized housing at nominal rentals ranging from \$500 to \$216 p.m., education allowance for up to three children subject to a maximum of \$30,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

There are eight faculties in the National University of Singapore with a current student enrolment of some 14,000. All departments are well-equipped with a wide range of facilities for teaching and research.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail; BITNET to access academic institutions world-wide. In addition, a proposed campus network based on state-of-the-art optical fibre technology will be installed by end of 1990 to facilitate resource sharing and electronic communication for the academic community. An on-line library catalogue will also be accessible by the middle of 1990.

Application forms and further information on terms and conditions of service may be obtained from:

The Director  
Personnel Department  
National University of Singapore  
10 Kent Ridge Crescent  
Singapore 0511

Enquiries may also be sent through BITNET to: PERSDEPT@NUSVM, or through Telefax: (65) 7783948

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International Marketing  
Service Marketing

International Finance and Banking  
Risk Management and Insurance

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

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All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail; BITNET to access academic institutions world-wide. In addition, a proposed campus network based on state-of-the-art optical fibre technology will be installed by end of 1990 to facilitate resource sharing and electronic communication for the academic community. An on-line library catalogue will also be accessible by the middle of 1990.

Application forms and further information on terms and conditions of service may be obtained from:

The Director  
North America Office  
National University of Singapore  
55 East 59th Street  
New York, N.Y. 10022, U.S.A.  
Tel: (212) 751-0331

Enquiries may also be sent through BITNET to: PERSDEPT@NUSVM, or through Telefax: (65) 7783948

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20 AVRIL

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tel: (613) 237-6885; fax: (613) 237-2105





**Memorial**  
University of Newfoundland

**Co-ordinator**

## NATIVE & NORTHERN EDUCATION

The Division of Special Programmes, Faculty of Education, Memorial University of Newfoundland invites applications for the position of Co-ordinator of Native and Northern Education. This is a tenure track position at the assistant or associate professor level.

Memorial currently offers a field based undergraduate degree (Bachelor of Education—Native and Northern) as well as a diploma programme in Native Teacher Education to Innu and Inuit/Native-Settlers in Labrador. The Co-ordinator will be responsible to the Director of the Division for all aspects of programme development and delivery, counselling of students both on and off campus, liaison with appropriate university departments and outside organizations and agencies, as well as other associated duties.

The Co-ordinator is based on the main University campus in St. John's. The position includes both teaching and administration and requires periodic travel in Labrador.

The candidate should have a doctorate in education with a specialization in native teacher education or similar area together with several years of successful teaching experience at the primary, elementary or high school level. Fluency in at least one of the native languages in Labrador and/or administrative experience in native education would be an asset.

Effective date of appointment is September 1, 1990, or as soon as possible thereafter. Applications must be received by May 15, 1990, and include a curriculum vitae, graduate school transcripts and the names of three referees. Address applications and enquiries to:

Dr. Dennis B. Sharpe, Director  
Division of Special Programmes  
Faculty of Education  
Memorial University of Newfoundland  
St. John's, NF CANADA  
A1B 3X8

Telephone: (709) 737-7551  
FAX: (709) 737-2342

This position is advertised in accordance with Canadian immigration requirements, to Canadian citizens and permanent residents.



**PARTICIPATION**



## UNIVERSITY OF WAIKATO Hamilton, New Zealand SENIOR APPOINTMENTS IN LAW

The University of Waikato has vacancies in nine senior staff in its new School of Law.

Professors A90/21. Applicants for these two positions are expected to have demonstrated general academic excellence. An interest in the areas of the common law and comparative legal systems would be preferred.

Seniors Lecturers A90/22. Four positions are available. An appointee with appropriate qualifications could be considered for appointment at Associate Professor level.

Lecturers A90/23. Three positions are available.

The salaries for New Zealand universities are as follows:

Professors:	NZ\$77,000 to NZ\$96,000 per annum;
Associate Professors:	NZ\$67,000 to NZ\$73,000 per annum;
Senior Lecturers:	NZ\$50,000 to NZ\$64,500 per annum;
Lecturers:	NZ\$36,000 to NZ\$47,200 per annum.

The Dean of the School, Miss Margaret Wilson, takes up her appointment shortly and planning of the curriculum is proceeding. It is intended that the undergraduate and graduate programmes of the School be broadly based, including a wide range of extra-legal subjects. They will be structured in ways that relate the study of law to other disciplines. There will be an emphasis on biculturalism in the New Zealand context. Teaching of the first professional year for LLB commences in March 1991. By the time the School produces its first graduates, it will have a student enrolment of about 500 and a staff establishment of 30.

Further Information and the application details are available from the Academic Staff Registrar, The University of Waikato, Private Bag 3105, Hamilton, New Zealand; telephone (064) 71 562 889 (Fax 064 71 560135). Electronic mail: rgysec7@waikato.ac.nz (Internet). Please quote the appropriate reference number. Applications close on 15 May, 1990.

The University welcomes applications from suitable people regardless of race, creed, marital status or disability.

Le plus grand  
établissement  
universitaire de  
formation  
d'ingénieurs au  
Canada



**ÉCOLE  
POLYTECHNIQUE**

## Professeur(e), génie électrique (section automatique)

N.B. : Conformément aux lois sur l'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

Nous offrons des chances d'emploi égales à tous.

Les candidatures accompagnées d'un curriculum vitae et de références doivent parvenir avant le 15 mai 1990 à l'adresse suivante :

Directeur  
Dép. de génie électrique  
École Polytechnique  
C.P. 6079, succursale A  
Montréal (Québec)  
H3C 3A7

Le Département de génie électrique de l'École Polytechnique est à la recherche de candidat(e)s pour combler un poste de professeur(e) en génie électrique.

### Fonction :

Comme professeur(e), la personne choisie sera appelée à participer à l'enseignement à tous les niveaux d'études. Elle devra également participer aux activités de recherche prioritaires du département et éventuellement développer son propre axe de recherche.

### Exigences :

- Posséder un doctorat (Ph.D.) en génie électrique avec spécialisation en automatique ou dans un domaine connexe.
- Expérience en théorie et pratique des systèmes de commande que l'on retrouve dans les domaines de la robotique, de l'aéronautique et de l'aérospatiale.
- Être membre de l'Ordre des ingénieurs du Québec ou y être admissible.
- Une expérience en industrie serait un atout important.

La langue de travail est le français.

### Salaires et conditions :

Le traitement et les avantages sociaux seront déterminés conformément aux normes en vigueur à l'École Polytechnique.

Date d'entrée en fonction :

Au plus tard le 1<sup>er</sup> septembre 1990.

MOUNT ALLISON UNIVERSITY invites applications from, or nominations of, highly qualified men and women, for the position of:

## President

MOUNT ALLISON UNIVERSITY, founded in 1839, has a long tradition of excellence in undergraduate teaching and research in the liberal arts and sciences as well as in selected professional fields including commerce, engineering, education, fine arts and music. The University has a limited enrolment of approximately 1800 men and women, seventy percent of whom live on campus.

THE PRESIDENT, who is also the VICE-CHANCELLOR, has the general supervision over, and direction of, the operation of the University, including its academic work and business affairs, and has such other powers and duties as may be assigned by the Board of Regents.

Written applications or nominations for this position, accompanied by a resume of qualifications, will be received until a selection is made, and should be sent to:

Mr. Purdy Crawford, Chairman  
Presidential Search Committee



**Mount  
Allison  
University**

P.O. Box 458, Sackville,  
New Brunswick E0A 3C0

In accordance with Canadian Immigration requirement, this advertisement is directed in first instance to Canadian Citizens and permanent residents.



### MEMORIAL UNIVERSITY OF NEWFOUNDLAND ELECTRICAL ENGINEERING

Applications are invited for a tenure-track position in Electrical Engineering at Memorial University of Newfoundland. The Engineering Faculty has well-established co-operative undergraduate and active graduate programs in the major disciplines. A program in computer engineering, closely linked to electrical engineering, will be initiated shortly. There are research and graduate programs in power apparatus and systems, electromagnetics and microwaves, signal processing and communications, VLSI and digital computers. Research with relevance to offshore and ocean problems is particularly encouraged. This position is in the area of power apparatus and systems, with expertise particularly in computer control, power system analysis, and protection. The successful candidate is expected to contribute actively to teaching and research at all levels. The appointment will likely be at the assistant professor rank. Applicants should have a Ph.D. and preferably some industrial or research experience. Subject to budgetary approval, the appointment is expected to be made for September, 1990, in accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications with curriculum vitae and names of three or more referees, should be received before April 30, 1990 by the Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X6.

### DEAN OF SCIENCE

Athabasca University has recently created a new deanship with responsibility for the development and delivery of two new degree programmes: an innovative four-year Bachelor of Science degree and a post R.N. Bachelor of Nursing.

The ideal candidate for this position will have a Ph.D. in an appropriate discipline, a strong academic, professional and administrative record, demonstrated leadership abilities, and a commitment to excellence in teaching and research.

The Dean is directly responsible for providing strong and creative leadership in the development of the new degrees, ensuring a suitable range of programmes and courses and encouraging research and scholarship in the Faculty.

Commencing in July, 1990, the appointment is for a five year renewable term and includes a continuing academic appointment. The incumbent Dean of Arts and Sciences is not a candidate for the position.

Located in the town of Athabasca, Athabasca University is an open university specializing in distance education. The town's proximity to Edmonton gives its residents all the advantages of country living while still having access to the facilities of a modern urban centre which is located only 150 kilometres away.

Applications should include a current resume, the names and addresses of three referees and a brief outline of what the candidate would like to achieve in the position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

An information package is available upon request. Inquiries should be directed to Dr. R. H. Paul, Vice-President Academic, 403-675-6185.

Applications should be directed by April 30, 1990 to:

Director of Human Resources, Athabasca University,  
Box 10, 000, Athabasca, Alberta, T0G 2R0

## Athabasca University



### PRESIDENT MOUNT SAINT VINCENT UNIVERSITY

Mount Saint Vincent University invites applications and nominations for the position of President and Vice-Chancellor.

Mount Saint Vincent University, located in Halifax, Nova Scotia, is dedicated primarily to the education of women, through the provision of a strong liberal arts and science core and selected professional disciplines. The University emphasizes academic excellence and an environment characterized by a high degree of personalized education for its 2000 full-time and 1900 part-time students, eighty-five percent of whom are female. The University is recognized internationally for its leadership in the field of women's education and in the research and analysis of issues related to women.

The President is Chief Executive Officer for the administration of both academic and non-academic affairs of the University. The candidate should possess the qualifications appropriate to a senior academic position, and have demonstrated leadership, managerial, and communication skills, in addition to commitment to women's education. This appointment will be made initially for a term of five years and is effective July 1, 1991.

Applications and nominations for this position will be treated in the strictest confidence and will be accepted until a selection is made. Please reply to:

SANDRA L. FLEISCHER  
STONEHAM ASSOCIATES  
MANAGEMENT CONSULTANTS  
372 BAY STREET, SUITE 900  
TORONTO, ONTARIO, M5H 2W9



## Cariboo College

### COMPETITION #90-032

Since the fall of 1989, the University of British Columbia Bachelor of Education (Elementary) has been offered at Cariboo College in Kamloops, British Columbia. The two-year program requires that students complete, prior to entry, a minimum of three years of appropriate study in an eligible field. Subject to funding the Bachelor of Education (Secondary) may be added this fall.

Cariboo College invites applications for four or more instructional positions, each of which combines two or more of the following specialties:

- Educational Foundations
- Educational Psychology
- Elementary Curriculum and Instruction in one or more of: Art, Language Arts, Mathematics, Music, Physical Education Science, or Social Studies
- General Principles of Teaching, Supervision of Student Teaching
- Secondary Curriculum and Instruction Areas: English, Physical Education Science, or Social Studies, Supervision of Student Teaching

Doctorate in relevant area preferred; appropriate professional membership or status required. Consideration will be given to applicants eligible for membership in the B.C. College of Teachers, with recent teaching experience in elementary or secondary schools.

SALARY: \$34,222 - \$50,781

CLOSING DATE: April 30, 1990

COMMENCEMENT DATE: July 1, 1990 or as soon as successful candidate is available

PLEASE FORWARD CURRENT RESUME, NAMES OF AT LEAST 3 REFERENCES, AND FORMAL VERIFICATION OF EDUCATIONAL LEVEL, INDICATING THE COMPETITION NUMBER TO:

MR. LES HART  
DIRECTOR, HUMAN RESOURCES  
CARIBOO COLLEGE  
Box 3019  
Kamloops, B.C.  
V2C 5N3

AN EQUAL OPPORTUNITY EMPLOYER



## University of Otago New Zealand

### ASSOCIATE PROFESSOR IN ACCOUNTING SENIOR LECTURER IN ACCOUNTING

The Department of Accounting and Finance at the University of Otago in New Zealand is seeking suitably qualified applicants to strengthen its teaching and research capabilities in all areas of Accounting. Applicants may be qualified in any areas of Financial Accounting and Management Accounting.

Appointees will be required to teach in courses offered at undergraduate, postgraduate and post-graduate levels and to contribute to research. Opportunities exist for innovative teaching approaches.

The Department of Accounting and Finance has about 35 full-time academic staff who are involved in teaching courses at all levels up to Ph.D. and in supervising students researching a wide variety of topics. Members of the Department are active researchers, well supported by the University in terms of research grants, provision of data and conference visits. In addition, the Department has been fortunate in being able to attract and fund a steady stream of well known scholars for visits of varying lengths, including two distinguished Fulbright Scholars in the last three years.

The University of Otago is New Zealand's oldest university, but seeks to maintain modern facilities and a thoroughly up-to-date attitude concerning the courses offered and in the management of the institution. The Department is located in the semi-autonomous Division of Commerce. Staff and students are well served by a central VAX mainframe configuration and an excellent supply of departmental micro-computers. The library's holdings/resources are extensive.

The University is situated in the heart of Dunedin, regarded by many as a university city. Dunedin has a strong Scottish heritage and is a picturesque city often called the Edinburgh of the South. Its location is ideal for outdoor recreation and it offers spectacular beaches. Within close range lie fjords, lakes and quite breathtaking mountain scenery. Some of New Zealand's finest winter ski-fields are within easy driving distance. Staff are sought to fill tenured positions in accounting at Associate Professor and Senior Lecturer level.

Salary scale: Associate Professor: A range of salaries between \$NZ\$67,000 - \$NZ\$75,000 p.a.  
Senior Lecturer: \$NZ\$50,000 - \$NZ\$64,500 p.a., with a bar at \$NZ\$58,600 p.a.

Benefits include superannuation, study leave, allowance toward removal expenses and fares to Dunedin for appointees and dependents. Academic salaries in New Zealand are highly competitive and Dunedin offers the additional attraction of reasonable housing costs. We are also interested in hearing from active researchers for visiting positions. Enquiries of an academic nature and information concerning the structure of and resources of the Department may be addressed to Associate Professor Mohan Lal, Chairman, Department of Accounting and Finance, University of Otago, P.O. Box 56, Dunedin, New Zealand (Telephone 0064 (24) 798-112, Fax 0064 (24) 741-607), or from the Registrar.

Applications, quoting reference number A90/9 and providing a full curriculum vitae, list of publications and names of three referees, should be forwarded to the Registrar, University of Otago, P.O. Box 56, Dunedin, New Zealand.

Equal opportunity in employment is University policy



## UNIVERSITY OF WATERLOO Department of Earth Sciences

Applications are invited for a faculty position, at the Assistant or Junior Associate Professor rank. The applicant should have a strong commitment to excellence in undergraduate and graduate teaching. Preference will be given to those applicants with research interests in rock mechanics, soil mechanics and engineering geology.

The department currently has one of the largest undergraduate and graduate enrollments in Canada, and offers a Cooperative undergraduate education. With the Department of Civil Engineering it operates a cooperative programme in Geological Engineering. The successful applicant will be expected to play a significant role in the operation of this Geological Engineering undergraduate programme, and can expect to be cross-appointed in the Department of Civil Engineering. Both MSc and PhD degrees are offered in engineering geology, and the Department has varied and extensive research programmes in almost all areas of the geosciences.

Salary will be commensurate with experience. The position is effective from July 1, 1990 or later. The deadline for applications is May 31, 1990. In order for an application to be complete, a curriculum vitae of the candidate, and three letters of reference, sent directly from the referees, are required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Dr. S.K. Frepe, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome.

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## University of Alberta Edmonton

### Space Physics

The Space Physics Group in the Department of Physics at the University of Alberta is part of the recently announced Canadian Network for Space Research. The group will carry out research within the Network on the space plasma environment with emphasis on studies of the acceleration of high energy particles and the development of MHD codes.

The Group invites applications for two senior Research Associate positions (minimum salary \$30,000 per annum) and one postdoctoral position (minimum salary \$23,500 per annum) starting June 1, 1990 or as soon thereafter as possible (subject to final budget approval).

Application deadline for all positions is May 15, 1990. Candidates should have a Ph.D. with a strong background in plasma physics, familiarity with nonlinear processes in magnetized and unmagnetized plasmas and a wish to become involved in computer intensive modelling and simulations. Familiarity with space plasma physics would be a definite asset.

The Space Research Group in the Department of Physics also welcomes applications from qualified students to carry out graduate studies leading to the degrees of M.Sc. or Ph.D. in Physics with specialization in Space Physics. Students will have the opportunity to become involved in the networking which binds together the five Universities, seven industries and two Government Laboratories which make up the Canadian Network for Space Research.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applications, along with letters from three referees, should be sent to:

Dr. G. Rostoker  
Department of Physics  
University of Alberta  
Edmonton, Alberta T6G 2J1

The University of Alberta is committed to the principle of equity in employment.



**DEAN OF ARTS**

Athabasca University is seeking a Dean to provide academic leadership in the Faculty of Arts.

The ideal candidate will have a Ph.D. in an appropriate discipline, a strong academic and administrative record, demonstrated leadership abilities, and a commitment to excellence in teaching and research.

The newly created Faculty of Arts, previously part of a Faculty of Arts and Sciences, comprises Humanities, Social Sciences, Canadian Studies, Labour Studies, Native Studies and Women's Studies, and delivers both degree and university certificate programmes. The Dean's responsibilities include ensuring the development and delivery of a suitable range of programmes and courses and encouraging research and scholarship in the Faculty.

Commencing July, 1990, the appointment is for a two year renewable term and includes a continuing academic appointment. The incumbent Dean of Arts and Sciences is not a candidate for the position.

Located in the town of Athabasca, Athabasca University is an open university specializing in distance education. The town's proximity to Edmonton gives its residents all the advantages of country living while still having access to the facilities of a modern urban centre which is located only 150 kilometres away.

Applications should include a current resume, the names and addresses of three references and a brief outline of what the candidate would like to achieve in the position. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

An information package is available upon request. Inquiries should be directed to Dr. R. H. Paul, Vice-President Academic, 403-675-6185.

Applications should be directed by April 30, 1990 to:

Director of Human Resources, Athabasca University,  
Box 10,000, Athabasca, Alberta, T0G 2H0

**Athabasca University**



**THE UNIVERSITY OF  
BRITISH COLUMBIA  
HEAD  
DEPARTMENT OF MICROBIOLOGY**

Applications and nominations are invited for the position of HEAD of the Department of Microbiology at the University of British Columbia. The Microbiology Department, which has a long record of excellence in microbiology, immunology and molecular biology research, consists of 16 faculty members and 55 graduate students. The Department is responsible for teaching and administering an undergraduate program which graduates 55-60 students per year. The Department is involved in collaborative teaching and research ventures with the Biotechnology Laboratory, Departments of Zoology, Botany and Oceanography and Faculties of Medicine, Dentistry and Pharmaceutical Sciences.

Research facilities include well-equipped laboratories, a large scale fermentation unit and a modern animal unit. Automated DNA sequencing, DNA synthesis and protein sequencing facilities are available.

Candidates should have a Ph.D. degree in a relevant discipline, a record of outstanding, well-funded research in microbiology or immunology and the ability to work with scientists representing diverse areas.

Inquiries, nominations and applications should be directed to the Search Committee Chairman, Dr. Barry C. McBride, Faculty of Science, 6270 University Boulevard, Vancouver, B.C. Canada, V6T 1W5. Closing date for applications is June 30, 1990. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

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Lee Stewart

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The University of British Columbia Press  
6344 Memorial Road, Vancouver, BC V6T 1W5



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Solid experience in nursing education, administration, and scholarly work.

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Administering the undergraduate (B.S.N.) program in the School of Nursing.

Providing administrative leadership.

Teaching in the graduate or undergraduate programs.

Serving as a role model in scholarly and professional work.

Inquiries welcomed or send resume with names of three (3) references to: Dr. Leslie Hardy, Professor and Director, School of Nursing, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X6; Telephone: (709) 737-6895/7271. Closing Date: April 30, 1990



## THE UNIVERSITY OF BRITISH COLUMBIA BOTANY HEAD

Applications and nominations are invited for the position of Head of the Department of Botany at the University of British Columbia. Candidates should have a record of excellence in research, as well as the ability and motivation to develop an outstanding department. Currently there are 24 faculty members with diverse research interests including population biology, evolution, molecular biology, ecology, systematics and physiology. The Department is jointly responsible for teaching and administering a large undergraduate Biology program. There are 55 students enrolled in the Botany M.Sc. and Ph.D. programs. The Department is involved in collaborative teaching and research ventures with the Biotechnology Laboratories, and departments of Oceanography, Forest Sciences and Plant Sciences. Research facilities include well equipped research laboratories; a state of the art electron microscopy facility; an outstanding research herbarium; and access to excellent field facilities at the UBC Botanical Garden, research forests and the Banfield Marine Station. Automated DNA sequencing, DNA synthesis and protein sequencing facilities are available. The Head will play an important role in fostering a dynamic environment in which to develop excellence in research and teaching at the University.

Inquiries, nominations and applications should be directed to the search committee chairman, Dr. Barry C. McBride, Faculty of Science, 6270 University Boulevard, Vancouver, B.C. Canada, V6T 1W5. Closing date for application is May 1, 1990. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

## MEMORIAL UNIVERSITY OF NEWFOUNDLAND ELECTRICAL ENGINEERING

Applications are invited for two tenure-track positions in Electrical Engineering at Memorial University of Newfoundland. The Engineering Faculty has well-established co-operative undergraduate and active graduate programs in the major disciplines. A program in computer engineering, closely linked to electrical engineering will be initiated shortly. There are research and graduate programs in power apparatus and systems, electromagnetics and microwaves, signal processing and communications, VLSI and digital computers. Research with relevance to oil-pipe engineering. Applicants should have an educational background in electrical engineering and must be well-versed in software engineering principles and methodologies with experience in one or more of the following areas: computer networking, VLSI, object-oriented programming, development of large-scale software, real-time software, parallel/distributed computing, software, or artificial intelligence. The successful candidates are expected to contribute active research and teaching at all levels. The appointments will likely be at the assistant professor rank. Applicants should have a Ph.D. and preferably some industrial or research experience. Subject to budgetary approval, the appointments will be made in September, 1990. In accordance with Canadian immigration requirements (if advertisement is directed to Canadian citizens and permanent residents) Applications with curriculum vitae and names of three or more referees, should be received before April 30, 1990 by the Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5.

## SCHOOL OF COMPUTER SCIENCE

Applications are invited for a tenure-track faculty position in the School of Computer Science at the University of Windsor. In view of the gender balance of students and the current composition of the school faculty, qualified women candidates are especially encouraged to apply.

A doctorate in Computer Science is required together with research background in one of the following areas: (1) Applicative programming languages; modern functional languages, integration of logic and functional programming languages. (2) Theory of programming languages: formal language theory, semantics of programming languages. (3) New computer architectures: parallel processing, VLSI design, computer networks. (4) Software engineering: formal specification, design and analysis of algorithms, program transformation. The design and analysis of algorithms, program transformation. The appointee will be expected to contribute to undergraduate teaching, particularly at the lower levels, and will have the opportunity to participate in the graduate program. The appointment will be at the rank of Assistant Professor. The deadline for applications is June 1, 1990. Starting date is negotiable.

In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents. Qualified applicants should submit a detailed curriculum vitae and names of three referees to:

Dr. R.A. Frost  
School of Computer Science  
University of Windsor  
Windsor, Ontario  
N9B 3P4 FAX (519) 973-7050



## SIMON FRASER UNIVERSITY CULTURAL HISTORIAN AND THEORIST

The School for the Contemporary Arts (Centre for the Arts) at Simon Fraser University expects to appoint a cultural historian and theorist with a strong background in the visual or performing arts, and a strong interest in interdisciplinary teaching and research. This will be a tenure track appointment at the Assistant Professor level, to begin September 1, 1990 or thereafter.

Candidates are expected to hold a Ph.D., and to have substantial expertise in one of: dance, film, music, theatre or visual art. Some teaching in the area of specific expertise will be required, but the main focus of the position will be collaborative and independent teaching in interdisciplinary courses that provide historical, critical and theoretical contexts for the study of the arts. In particular, we seek an individual with broad art historical interests and familiarity with contemporary cultural theory, who can contribute at both the undergraduate and graduate levels to the interdisciplinary core of a School dedicated to the investigation, production and promotion of contemporary art.

Expressions of Interest from individuals who may be available only after September 1990, or from individuals who might assume the position on a visiting basis, are also encouraged.

This advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University offers equal employment opportunities to qualified applicants.

Applications for the position should include the names of three referees and should be sent prior to May 1, 1990 to:



Professor Rudolf Komorous, Director  
School for the Contemporary Arts  
Simon Fraser University  
Burnaby, B.C.  
V5A 1S6





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Looking back to the March Bulletin, predictions were accurate with domestic fares moving UP again.

Atlantic — some attractive offerings — **SHORT NOTICE, SHORT STAYS**. The South Pacific — looking good and very heavy bookings, likewise Circle Pacific.

Don't forget the fares we show are established weeks before going to press. Bargain fares, Special Promotional fares, should continue all Summer, except for absolute Peak Dates. On the Atlantic these are July, August Eastbound; August, September Westbound; normally extremely busy.

Ask about Low Fares for Short Duration stays, regardless what is in print we'll be glad to give you a quotation.

Sometimes we hear from your local travel agent about YOUR travel plans. Please bear in mind the offers are made to you directly and we cannot provide any compensation for your agent at these rates.

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Winnipeg	\$687.00 — \$958.00
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Calgary/Edmonton	\$677.00 — \$1016.00
Vancouver	\$716.00 — \$1065.00
To: PARIS (Minimum stay: 7 days) (Maximum stay: 3 months)	
From: Montreal	\$580.00 — \$841.00
Toronto	\$618.00 — \$880.00
Vancouver	\$1046.00 — \$1252.00
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From: Halifax/Montreal/Toronto	\$580.00 — \$841.00
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*Fares range from Low Season to High Season*

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ADELAIDE / HOBART	\$1767	\$2012	\$2231	\$1950	\$2194	\$2414	\$1519	\$1766	\$2047
PERTH	\$1950	\$2194	\$2414	\$2133	\$2378	\$2597	\$1702	\$1950	\$2230
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